



2015 Strategic Sustainability Performance Plan



Contact

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DOL Policy Statement

The Department of Labor (DOL) is committed to continuing to be a Federal government leader by example in creating a clean energy economy that increases our Nation's prosperity and complies with all environmental and energy statutes, regulations and relevant Executive Orders while carrying out the vision of expanding opportunity for America's workers and their employers. The Department plays a critical role in President Obama's effort to build an economy of opportunity where all Americans who work hard and act responsibly have the opportunity to reach and remain in the middle class. DOL's priority is to participate actively in the Federal sustainability standards formulation and to achieve its mission with sustainability as an integral mode of operation. The Department notes that it has a special interest and role in sustainability leadership as it helps to increase the number of and train workers to acquire the skills they need to succeed.

Though the Department notes that its programs are not involved significantly in substantial greenhouse gas (GHG) emitting production processes, DOL has significant challenges in the sustainability arena. More than 99 percent of the Department's buildings are on 126 Job Corps Center campuses across the Nation comprising aged, unsustainable building stock and the Department's nearly 2 million square foot headquarters, the Frances Perkins Building (FPB), which was built in the unsustainable-friendly early 1970s, has limited potential for future energy efficiency upgrades.

The Department will continue to improve upon achievements already realized to include for example: staying on track for continuing annual average reductions in electrical usage; continuing to identify ways of reducing the consumption of potable water (in FY 2014 DOL reduced water use 21.4 percent from the 2007 baseline, which already exceeds the 16 percent water reduction goal by 2015); and ensuring that new covered building stock will be designed to exceed energy efficient, environmentally-friendly engineering standards by 30 percent. With respect to the Department's fleet of almost 4,000 vehicles (reduced from 4,300 in FY 2012), in FY 2014 the Department exceeded the Energy Policy Act of 2005 (EPA) 75 percent alternative fuel vehicle acquisition goal with an EPA compliance percentage of 168 percent. Alternative fuel use in the fleet has increased 156 percent while petroleum fuel has decreased 21.4 percent from the 2005 baseline. These are examples of results from the greenhouse gas reducing measures that we have been taking and continue to take.

DOL has undertaken a two pronged approach to the reduction in greenhouse gas emissions. We helped develop the new government-wide greenhouse gas reduction targeting tools and the Public Sector Standard for developing inventories of greenhouse gas emissions and have taken a number of steps in environmental, energy and transportation management activities to reduce greenhouse gas emissions. The issues the Department faces in reaching sustainability targets with its Job Corps property portfolio are the most challenging requiring the most work and resources. We are committed to the goal of having the greenest Job Corps Centers to train young people in green and other jobs and will continue to work toward that goal.

The Department is proud of its unique contribution to Federal sustainability including our efforts to train more Americans for energy sector and related jobs. Particularly exciting is seeing the sustainability knowledge and sensibility become an integral part of the job training efforts across the wide variety of job training programs at our 126 Job Corps Centers.

THOMAS E. PEREZ
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EXECUTIVE SUMMARY

VISION

The Department of Labor fosters and promotes the welfare of job seekers, wage earners, and retirees of the United States by improving their working conditions, advancing their opportunities for profitable employment, protecting their retirement and health care benefits, providing workers' compensation, helping employers find workers, strengthening free collective bargaining, and tracking changes in employment, prices, and other national economic measurements.

In carrying out this mission, the Department administers a variety of Federal labor laws including those that guarantee workers' rights to safe and healthful working conditions; a minimum hourly wage and overtime pay; freedom from employment discrimination; unemployment insurance; and other income support. These programs are not involved significantly in substantial greenhouse gas (GHG) emitting production processes. However, the Department believes that it has a significant contribution to make to Federal leadership in environmental energy and economic performance by helping set the standards for federal sustainability, ensuring that its buildings and operations are sustainable and training America's workers, including Job Corps students, for green jobs.

LEADERSHIP

The Department's efforts to meet the goals of Executive Order (E.O.) 13693, *Planning for Federal Sustainability in the Next Decade* (Mar. 19, 2015), are coordinated from the Office of the Assistant Secretary for Administration and Management (OASAM) which provides the Departmental leadership for effective business operations and procurement; performance budgeting; information technology solutions; human resources and civil rights; security and emergency management; environmental sustainability; and long-term planning so that the Department of Labor accomplishes its mission on behalf of America's workers. The Assistant Secretary heads OASAM and reports directly to the Deputy Secretary, who conducts weekly management meetings with the entire senior staff and monthly meetings with each agency within the Department setting, highlighting, and monitoring the performance priorities for the Department to achieve its mission.

Coordination and distribution of the plan to the public and 16,000+ employees across the Nation occurs through the www.dol.gov web site, the LaborNet intranet site which is accessed by all employees, DOL eMag FRANCES, DOL Newsletter (with 120,000 subscribers), Job Corps newsletters (to at least 1,000 Center operators, contractors, etc.) and communiqués from the Secretary from town halls to email. At Job Corps, a Higher Tier Environmental Management System (EMS) helps to coordinate dissemination of the Job Corps elements of the sustainability plan to all Job Corps Centers, which is combined with individual Job Corps Center-developed templates tailoring the most relevant, effective and best practices to the individual center.

With the Chief Sustainability Officer, environmental, energy, fleet, real property, facility, and contracting management located in OASAM, the leadership and accountability for meeting the E.O. goals is concentrated in the DOL organization that is responsible for these roles on a daily basis. The individuals in these OASAM organizations have performance evaluation standards that include meeting the goals of E.O. 13693. As to the more than 99 percent of DOL's building

stock on 126 Job Corps Center campuses, the Job Corps and OASAM teams use its Engineering Support Contractor Information System (ESCIS), to track and assess building energy performance, manage design and construction projects and produce asset management reports.

OASAM team leadership ensures and supports policy and planning integration from the Chief Sustainability Officer to the property and fleet managers to the contracting operation which supports Job Corps operations.

PERFORMANCE REVIEW

Sustainability Practice Goals

The Department of Labor has to overcome a key challenge to achieving energy use reduction: 99 percent of the DOL building portfolio comprises 2,409 buildings at 126 Job Corps Centers the average age of which is 40+ years. It is nearly impossible to achieve the goal of at least 15 percent of such inventory becoming sustainable by the end of year 2015, although DOL is still working toward this goal. To maintain progress, DOL's Job Corps employs many methods to reduce energy use. One important method is ingraining sustainability in the DNA of Job Corps itself, i.e., Job Corps Center staff and students in the daily operation of the Job Corps Center and in the training for careers. Further, Job Corps embarked on a Center of Environmental Excellence program which reviews and retro-commissions individual Job Corps buildings to achieve energy efficiency and savings and reduce the greenhouse gas footprint.

Goal 1: Greenhouse Gas Reduction

To help achieve the Scope 1 and 2 greenhouse gas emissions reduction, the Department of Labor is reducing facility energy intensity, installing and using renewable energy, reducing fleet vehicle petroleum use, increasing fleet alternative fuel vehicle (AFV) use, optimizing vehicles' use, right-sizing its fleet, and increasing low emission and high fuel economy vehicle use.

Significantly, DOL's Scope 1&2 emissions, as evaluated through annual reporting, have dropped 19 percent even given the colder temperatures in FY 2014 that required more energy consumption to heat DOL buildings.

- Using as many principles as practicable from the Federal High Performance Sustainable Building Checklist, Job Corps created its Centers of Environmental Excellence (CEE) program which targets Centers for evaluation and certification as to their sustainability. To date, four existing Job Corps Centers have completed the CEE program. Job Corps is striving to meet the 15 percent goal for sustainable buildings by number of buildings in 2015.
- Completed in FY 2015, the Wind River Job Corps Center built to the Federal Guiding Principles for High Performance Buildings; and the New Hampshire Job Corps Center with LED exterior lighting, highly efficient HVAC systems, and condensing gas water heaters;
- Scheduled for completion in FY 2015, the Sierra Nevada Cafeteria planned for LEED certification;
- Funded \$1,400,000 in energy and water projects in FY 2014. Examples of funded projects are:
 - Timers for exhaust fans at Finch Henry Job Corps Center;
 - Inefficient lighting replacement at Laredo Job Corps Center;

- Pipe insulation at Brunswick Job Corps Center;
- High efficiency plumbing fixtures at Red Rock Job Corps Center;
- Occupancy sensors at Benjamin Hooks Job Corps Center.
- Purchased renewable energy credits (RECs) and installed renewable energy to exceed the 7.5 percent goal so that 11.5 percent of DOL's total electricity consumption is now generated by renewable energy sources;
- Completed staff Web-based training for all DOL facilities on the GSA's Carbon Footprint Tool;
- Uses a Web-based energy and water tracking system for Job Corps Centers;
- Completed EISA Section 432 energy audits at 27 Job Corps Centers in FY 2014;
- Used 250 electric vehicles with zero tailpipe emissions for transportation at Job Corps sites.

The original design of the National Office, the Frances Perkins Building (FPB), makes it challenging for DOL to reduce energy from building heating and cooling systems. One lesson learned is that the DOL strategy to lower the FPB thermostat in the winter and raise it during the summer months created localized hot and cold spots in the building that resulted in increased employee complaints. Therefore, this strategy to save energy was discontinued. However, using strategies that integrate other DOL initiatives such as "Reduce the Footprint," DOL plans to continue to reduce overall energy use and greenhouse gas emissions.

Goal 2: Sustainable Buildings

To overcome the challenge presented by the aged Job Corps building stock, new Job Corps construction is designed to and meets the *New Construction Standard of the Federal Guiding Principles for High Performance Buildings* (Guiding Principles). Job Corps continues to work toward meeting the 15 percent sustainable buildings goal by 2015 by planning for, and using, sustainable designs and practices, from site selection for new facilities through construction. In FY 2014, the Department increased its percentage of buildings over 5,000 square feet meeting the Federal Guiding Principles to 5.2 percent, up from 1.4 percent in FY 2012. The New Hampshire and Wind River Job Corps Centers now completed, and the Ottumwa, Iowa, and Milwaukee Centers—were designed in accordance with the Guiding Principles. Ottumwa Job Corps Center and Milwaukee Job Corps Center received substantial rebates for energy efficient construction.

For existing Job Corps Centers, the Centers of Environmental Excellence (CEE) program was developed to help centers meet the sustainability goals at the lowest possible cost, and by promoting activities beyond physical facility upgrades. This is a whole-center approach that includes changing the behaviors of building occupants to be mindful of energy and water usage, incorporate green practices and policies, and significantly involve students and staff. Once a center has completed the deliverables required for the CEE program, it is evaluated by a panel before being certified as a "Center of Environmental Excellence." As part of the CEE program, Alaska, Penobscot, Cleveland, and Flint Genesee Job Corps Centers have been verified to meet and are operating in accordance with the Guiding Principles.

Job Corps has critical, challenging issues in meeting the 15 percent goal of total sustainable buildings in its existing building stock by 2015 due to overall funding issues and construction timing related to annual milestones prior to 2015. Nevertheless, Job Corps has selected entire Centers to meet the Guiding Principles based upon the cost and relative ease with which they can be upgraded to the required standards. Job Corps continues to work toward meeting the 15 percent sustainability goal by 2015 by planning for and using sustainable designs and practices. Some examples of Job Corps integration of sustainable design and green building efforts are:

- Milwaukee Job Corps Center has attractive rain gardens that capture runoff from center roofs and allow stormwater to infiltrate into the ground;

- St. Louis Job Corps Center dormitory project has underground stormwater detention;
- Wind River Job Corps Center has ground source heat pumps for heating and cooling;
- New Hampshire Job Corps Center has LED exterior lighting, highly efficient HVAC systems, and condensing gas water heaters;
- Detroit Job Corps Center Dormitory has energy recovery ventilation, high efficiency hot water heaters and recycled over 500 tons of waste during construction;
- Sierra Nevada Cafeteria is planned for LEED Certification.

Further, approximately 90 Job Corps centers are using a Computerized Maintenance Management System (CMMS) that allows maintenance staff to prioritize repairs and respond to occupant work orders, and results in reduced maintenance costs. One lesson learned is that Centers that are using a CMMS program have repair logs readily available for review to ensure the equipment is adequately maintained, which optimizes equipment and energy efficiency. Job Corps facilities are assessed every three years and a facility survey team of engineers and an architect write up building deficiencies. All new deficiencies that are identified and funded are corrected using energy and water efficiency solutions in accordance with the Department of Energy's Federal Energy Management Program (FEMP) designated products, ASHRAE 90.1 2010 energy standard, Energy Star, WaterSense, or other appropriate rating system for efficiency. With its building inventory loaded into the EPA Energy Star Portfolio Manager system, Job Corps strategies to meet targeted reductions in sustainable buildings are transparent and easily tracked.

The Job Corps approach in regional and local planning is to:

- Create a site selection process that favors areas that will leave a minimal environmental footprint;
- Favor sites that provide physical connections to the surrounding community;
- Incorporate participation in regional transportation planning (recognition and use of existing community transportation infrastructure) into existing policy and guidance;
- Align its policies to increase effectiveness of local energy planning;
- Incorporate sustainable building location into policy and planning for new Federal facilities and leases;
- Update agency policy and guidance to ensure that all Environmental Impact Statements and Environmental Assessments required under the National Environmental Policy Act (NEPA) for proposed new or expanded Federal facilities identify and analyze impacts associated with energy usage and alternative energy sources, and climate change impacts;
- Update its policy and guidance to ensure coordination and (where appropriate) consultation with Federal, State, Tribal and local management authorities regarding impacts to local ecosystems, watersheds and environmental and management associated with new or expanded Federal facilities.

The sites of the Wind River, New Hampshire, and the future Atlanta Job Corps Centers were selected considering local transportation and physical connections to the surrounding community.

As a current practice, the Department works closely with local and Tribal authorities for new construction projects in their communities. As applicable, the Department participates in local and regional environmental and sustainability efforts and initiatives.

Goal 3: Fleet Management

DOL reduced its on-road vehicle fleet to 3956 vehicles by eliminating 135 vehicles in FY 2014. Alternative fuel use has been increased to comprise 5 percent of DOL's total fuel usage and petroleum fuel use has

decreased by 21.4 percent from the FY 2005 baseline. This achievement is impressive, because lack of local Alternative Fuel Vehicle (AFV) infrastructure makes it challenging to meet the AFV fuel increase and conventional fuel reduction targets. DOL is currently focusing its efforts on adding smaller low greenhouse gas gasoline and gas-electric hybrid vehicles to the DOL fleet. Additionally, over 250 electric vehicles with zero tailpipe emissions are already used at Job Corps sites for on-site transportation.

DOL created its own fleet management system, Automobile Use Tracking On-Line System (AUTOS), an online vehicle reporting system that provides accurate and efficient compilation of fleet data and has reduced paperwork and administrative costs. AUTOS has been instrumental to DOL meeting and maintaining statutory requirements and the goals set by Executive Orders. In 2014, the Fleet Management Team was awarded the Secretary's Honor Award for saving in FY 2013 over \$1.8M in fleet costs through successful optimization efforts.

Of the 3956 vehicles in DOL's current fleet, 1925—almost 49 percent—are used by the Department's seven worker protection and enforcement agencies. These agencies require vehicles to conduct compliance and enforcement inspections. The need to transport or install specialized equipment in enforcement vehicles, or to deal with variable road terrain conditions, often defines what vehicle models an agency can consider. One lesson learned is that MSHA inspectors cannot use the current selection of low greenhouse gas SUVs offered by GSA for conducting mine inspection activities. In FY 2013 the Department replaced MSHA's mid-sized SUV models with smaller low greenhouse gas SUVs. The change was unsuccessful because the smaller vehicles did not have adequate ground clearance to transverse unpaved mining roads and the cargo space was inadequate to transport all of the equipment used by mine inspectors. As a result, MSHA and other DOL agencies analyze fleet optimization strategies and options carefully to ensure that vehicle reduction, model downsizing, and conversions from conventional to alternative fuels do not compromise the agency mission.

Goal 4: Water Efficiency and Management

DOL is on track and meeting the Administration's priority for water use reduction. To support water use efficiency and improved management, Job Corps uses a Web-based utility tracking and monitoring system for all Job Corps Centers. The system's reporting and graphics package is a valuable tool that is used to analyze utility data and positively impact Job Corps conservation initiatives. As an example, through better monitoring it was identified that the Woodland Job Corps Center's water consumption data was inaccurate and has been successfully corrected to report accurate water consumption based on metered data.

In addition, Job Corps has:

- Issued a directive requiring Job Corps Centers to develop customized Water Conservation Program Plans describing how they will meet water conservation goals, and provided information resources to support plan development;
- Funded \$1,400,000 in energy and water projects in FY 2014;
- Mandated that all new buildings use low-flow water fixtures and equipment;
- Installed low-flow water fixtures in many of its facilities;
- Identified and promoted water reuse strategies consistent with state laws that reduce public water consumption;
- Reduced its infrastructure footprint by planned demolition of older, less water efficient structures at Job Corps Centers;
- Developed Water Conservation Program Plans at 100 Job Corps Centers; and
- Designed xeriscaping for the Sierra Nevada Job Corps Center that will replace water intensive plants and turf with low and no water alternatives.

Job Corps also encourages the use of non-potable water for irrigation and car washing, such as storm water, pond water, or water from rain harvesting cisterns, as appropriate. For example, the Pinellas Job Corps Center uses municipal-supplied non-potable water for irrigation and multiple centers use rain harvesting cisterns for irrigation and car washing.

However, although Job Corps has taken numerous actions to reduce water use, maintaining its overall water reductions will be challenging because the Job Corps student population is currently increasing. A larger student population will require increased water use for drinking, food preparation, and personal hygiene. Therefore, Job Corps Water Conservation Program Plans are crucial in helping the Job Corps Center identify ways to continue to reduce water use.

DOL's National Office is also working hard to meet the water reduction goals with:

- Replacement of bathroom faucets in the Frances Perkins Building with low flow models;
- Replacement of steam heating tubes in the headquarters building's hot water converters that has resulted in not only a 34 percent decrease in water use, but also has decreased steam consumption by over 20 percent; and,
- Installation of smaller, more efficient cooling towers at the headquarters building that will reduce water consumption and water loss to evaporation and be more energy efficient.

Goal 5: Pollution Prevention and Waste Reduction

DOL has established recycling programs at DOL sites nationwide and is a national level participant in GSA's recycling program. Additionally, DOL requires the use of recycled content paper for all printing within the Department.

In addition to the DOL overall implementation of methods for waste stream mitigation and reduction, Job Corps has taken the following steps:

- Job Corps Centers conduct waste audits to estimate amounts of waste generated and diverted from landfill (recycled or composted). This also allows Job Corps Centers to track and report their quantity of waste and recycling;
- Job Corps provided Web-based training to all Job Corps Centers on conducting the audits;
- Several Job Corps Centers have removed trays from food service, which reduces food and – water waste;
- Job Corps Center of Excellence Program includes an integrated pest management plan. Integrated Pest Management Plans and Waste Management Plans have been implemented at the Alaska, Penobscot, Cleveland, and Flint/Genesee Job Corps Centers;
- The Red Rock, Flint Hills, Pittsburgh and Oneonta Job Corps Centers compost landscaping waste and some food waste to support vegetable gardens and landscaping.

At the DOL headquarters, the Frances Perkins Building (FPB), all requests for construction, alteration and repair must now go through a single point for review and approval. Among the items being reviewed and mandated under this process are the requirements for installation of recycled content and recyclable carpet within the building; use of zero-emission volatile organic content paints, and review of the statement of work to ensure that the sorting and recycling of construction and demolition materials are required. A new DOL Indefinite Delivery Indefinite Quantity (IDIQ) contract was developed for interior renovations and includes all sustainability clauses for energy efficient and biobased products.

The Department will include clauses in construction contracts to require construction vendors to sort construction debris into recyclables and non-recyclables and require that all recyclable products generated and construction and demolition (C&D) debris be appropriately recycled. To further reduce municipal

solid waste sent to landfills, Job Corps Centers developed Waste Management Policies and track the amount of solid wastes diverted from landfill.

Goal 6: Sustainable Acquisition

The DOL Procurement Executive has issued guidance to the Department's contracting officers on the requirements to acquire products and services complying with environmental and sustainability standards, including, but not limited to bio-based, Energy Star and Electronic Product Environmental Assessment Tool (EPEAT) products and products containing recycled content. DOL updates the agency affirmative procurement plans, policies and programs to ensure that all Federally-mandated products and services are included in all relevant acquisitions. In DOL's new Acquisition Management System (AMS) for procurements, which is being deployed in a commercially hosted cloud based environment, all federally-mandated sustainability clauses are built-in as a default template in all relevant procurements and services. DOL deploys contracting officer notices to the contract officer community to remind the community about biobased purchasing requirements. The Department also uses the Federal Strategic Sourcing Initiatives, such as Blanket Purchase Agreements, for office products and imaging equipment which include sustainable requirements. To ensure that DOL purchase cards are used to purchase such products, DOL revised the DOL purchase card handbook to include sustainable acquisition requirements. The revised handbook was then redeployed to the DOL purchase card community.

DOL has required the purchase of green products and services in the following categories: paper and paper products; vehicles; office products (including electronic equipment); printing services; fleet maintenance products; building construction, renovation and maintenance (including janitorial and landscape); recreational products and services; appliances; lighting; Federal Energy Management Program (FEMP) designated products; and EPEAT-registered IT equipment (computers, laptops, and monitors). One challenge is that old contracting templates may sometimes be used to develop new procurements. Therefore, a lesson learned is that it is important to periodically review applicable contracts being drafted to ensure that the sustainability requirements are included.

Job Corps procurement activities are subject to all Departmental policies, guidance and oversight. Job Corps is making special efforts throughout its centers to enhance its central office and field performance and integrate compliance with statutory, Executive Order, and Department requirements and efforts to facilitate the achievement of the goals and targets.

Goal 7: Electronic Stewardship and Data Centers

The Department's "Green IT – Federal Data Center Consolidation Initiative" (FDCCI) aimed to create a unified IT infrastructure to align the Department with the electronic stewardship and data center goals of the former E.O. 13514. All agencies within DOL were directed to utilize the DOL enterprise Data Center Consolidation Initiative (DCCI) to satisfy new and existing requirements.

In 2014, the DCCI entered the first option year of the seven year contract aimed at consolidating DOL data centers in the Washington D.C. metropolitan area initially, and then expanding the focus to all DOL data centers nationwide. The effort included the procurement of a state-of-the-art "Tier 3" commercial data center in Silver Spring, Maryland, which became operational in May 2013. There were several important infrastructure projects that required completion for the efficient migration of DOL systems, services and capabilities to this new location. Most importantly, the network infrastructure needed to be built with an expanded circuit bandwidth and high speed network backbone to support the virtualized and cloud-based environment and migration strategy for DOL agency systems. Since completing this network architecture in December, 2013, the DOL has closed 18 non-core data centers through consolidation or elimination. In FY

2014, due to budget and resource reductions and to ensure optimization of systems is achieved, the DOL approach was focused on establishing all new systems and applications at the new consolidated data center while also migrating applications that are of current technology and capable of being migrated to that environment. This approach may not close as many data centers initially but it does ensure the continued progress of migration to the new more efficient environment, and avoids delays that may occur based on application refresh prerequisites and security deficiencies found in many legacy applications. During the multi-year DCCI migration period, DOL agencies are required to comply with the DOL-wide Green IT FDCCI plan.

In support of energy reduction goals, as early as June 2009, DOL initiated policies and strategies to meet the goals, practices and reporting requirements for electronics stewardship in former E.O. 13514. These are embodied in a Department-wide effort to: 1) improve the life cycle environmental management of electronic assets, including acquisition, operations, and end-of- life management strategies; 2) measure such improvements; and 3) achieve progress towards sustainable electronics stewardship.

The plan is updated periodically to facilitate the following target Electronics Stewardship Goals:

1. Acquisition Phase: 95 percent of computer products purchased are EPEAT-registered;
 2. Use Phase: To the maximum extent possible, ENERGY STAR features are enabled on 100 percent of computers and monitors and agencies/facilities have policies and programs to extend the lifetime of electronic equipment; and
- End-of life Phase: DOL's policy is that 100 percent of non-usable computers are recycled using environmentally sound management practices. This is accomplished by re-commissioning electronic equipment within the Department, whenever possible. If equipment does require disposal, the Department requires that certified R2 or eSteward electronic recyclers are used to ensure proper recycling.

Goal 8: Renewable Energy

The Department's hero on renewable energy is Job Corps. DOL and Job Corps sustainability efforts are boosted through these technologies by installing these solutions on Job Corps Centers nationwide. Through these efforts, and others, the department met the former E.O. 13514 requirement to increase the use of renewable energy, and is already prepared to meet the higher requirements of the new E.O. 13693—*Planning for Federal Sustainability in the Next Decade*.

Further, DOL has already exceeded the EPA's 2005 requirement that agencies increase renewable energy use such that at least 7.5 percent of the agency's total electricity consumption is accounted for by Renewable Energy Credits for FY 2013 and beyond. In FY 2014, DOL's renewable energy use as a percentage of total electricity consumption already clocked in at 11.5 percent.

Job Corps produces renewable energy with wind turbines at the Pine Ridge, Angell, Cassadaga, and Hawaii/Maui Job Corps Centers, Muhlenberg, Joliet, Shreveport, Pittsburgh, Earle C. Clements, and Northlands Job Corps Centers. Solar photovoltaic production occurs at the Muhlenberg, Oneonta, Pittsburgh, Ramey, Westover, Edison, and Woodland Job Corps Centers, and solar hot water is produced at the Miami Job Corps Center. The Loring and Albuquerque Job Corps Centers produce domestic hot water using biomass. Job Corps also funded the following renewable energy projects: biomass boilers at the Boxelder Job Corps Center and a wind turbine at the Weber Basin Job Corps Center.

Goal 9: Climate Change Resilience

Hurricane Sandy showed the Department how an extreme weather event can affect the Department's employees, locations and mission. As a result, DOL developed a working group comprised of emergency management representatives from each DOL agency, human resources professionals, and policy staff to identify areas of improvement in current departmental emergency response policies and procedures. This working group incorporates new federal planning requirements, best practices and lessons learned from previous extreme weather events into the annual review and updates of regional and agency continuity plans.

Following the President's issuance of Executive Order 13653, *Preparing the United States for the Impacts of Climate Change* (Nov. 1, 2013), the working group members were asked to work with DOL agency administrative officers to consider the impacts and vulnerabilities/risks of climate change to each agency mission, employees, and assets and to make recommendations for the Department's Climate Adaptation Plan. The Department's revised draft Climate Adaptation Plan is based on this information provided by each agency. Climate planning is integrated with the Department's modernization efforts to move IT infrastructure to the Cloud and the DOL teleworking initiatives that enable DOL to accomplish mission objectives even during extreme climatic events. DOL will evaluate its progress in meeting the Plan goals and will update the Plan as required.

Combining these key Department-wide efforts with the Job Corps climate adaptation efforts has inculcated the constant consideration of the climate change risks and vulnerabilities into DOL's day-to-day operation. In addition, Job Corps added climate change considerations into its National Environmental Policy Act (NEPA) process. The North Texas Job Corps Center Gymnasium project in design will be a tornado shelter.

Goal 10 Energy Performance Contracts

In FY 2013, DOL pursued developing an Energy Savings Performance Contract (ESPC) at the Frances Perkins Building, which is a General Services Administration (GSA) delegated building. What challenged DOL was our inability to secure the required approval from GSA for entering into an ESPC for the building. For the 126 Job Corps sites developing an ESPC is also a challenge because each Job Corps site has a relatively small energy use and sites are scattered across the country. DOL does not have the staff resources to manage a bundled ESPC for multiple sites that span several states and the improvement opportunity for such small sites individually is not necessary significant enough to attract an Energy Services Company (ESCO). Currently, DOL is moving forward with selecting an ESCO to develop an ESPC for the Mining Safety and Health Academy (MSHA) in Beaver, West Virginia.

Progress On Administration Priorities

I. Sustainable Locations for Federal Facilities

The DOL did not purchase or obtain any new property in FY 2014. DOL is working diligently to adhere to guidelines for reducing the Department's footprint where possible by placing new personnel in existing offices and using other approaches such as telework.

II. Sustainable Practices for Designed Landscapes (See Goal 4)

The DOL has been designing sustainable landscapes using xeriscaping and improved stormwater management. As discussed in Goal 4, the Sierra Nevada Job Corps Center replaced water intensive plants and turf with low and no water alternatives. The new Wind River Job Corps Center, which is located in Riverton, Wyoming, is

situated in a dry, high plains climate with 8 inches of precipitation per year. The Center uses efficient irrigation in areas where needed to provide water to long term plantings and minimizes turf to smaller areas for students' use.

For the newly constructed New Hampshire Job Corps Center, drainage pathways and wetlands were preserved. Two streams and a small pond were protected during construction. Two subsurface stormwater structures manage stormwater on-site. An oil/water separator is located at the inlet to each stormwater chamber to remove oil from the stormwater discharge and the stormwater chambers remove solids. A stormwater treatment unit at the outlet of the stormwater chambers protects water quality. Additionally, top soil was salvaged to reuse as fill. Trees and vegetation outside the area of construction were preserved.

Finally, the new Job Corps Keystone Cafeteria has a drainage structure engineered to receive stormwater runoff and retain it for release to replenish groundwater.

III. Water Efficiency and Management (See Goal 4)

As discussed in Goal 4, DOL has made great strides improving water efficiency and management to meet the provisions of former E.O. 13514. Job Corps has funded plumbing fixture replacement with high efficiency aerators in lavatories and showerheads at Northlands, Red Rock, Old Dominion, Jacksonville, Gadsden, Montgomery, HHH, Blackwell, Anaconda, and Sierra Nevada Job Corps Centers in FY 2014. This followed FY 2013 funding of plumbing fixture replacement at 30 Job Corps Centers. Job Corps Centers are also required to submit Water Conservation Plans that include focus on student and staff water usage reduction. The Woodland Job Corps Center had high reported water usage. A leak detection study showed minor leaks which were repaired and the high water usage was determined to be the result of faulty meter readings. This example shows that the attention DOL is paying to improved water efficiency is working effectively. Significantly, overall Job Corps water usage decreased by 4 percent in FY 2014 compared to FY 2013 and by 13 percent compared to FY 2012.

IV. President's Performance Contracting Challenge (See Goal 10)

As discussed previously in Goal 10, DOL has been challenged to develop an ESPC because of our inability to obtain GSA approval for an ESPC at the Frances Perkins Building and constraints on the available resources needed for bundling an ESPC for multiple Job Corps sites. DOL is actively working to develop an ESPC for the MSHA Academy in Beaver, West Virginia, and expects to reach the preliminary assessment phase by 2016.

V. Preparing the US for the Impacts of Climate Change (See Goal 9)

Pursuant to E.O. 13653, the DOL prepared a Climate Adaptation Plan that built upon earlier climate change planning efforts (pursuant to Executive Order 13514, *Federal Leadership in Environmental, Energy, and Economic Performance* (Oct. 5, 2009). This Adaptation Plan is a policy framework for climate change adaptation, analyzing agency risks and vulnerabilities, and performing adaptation planning in accordance with the Council on Environmental Quality (CEQ) guidance, *Preparing Federal Agency Climate Change Adaptation Plans in Accordance with Executive Order 13653* (Dec. 19, 2013). The agency's three highest-risk critical vulnerabilities/assets were found to be personnel, utilities (including information technology, telecommunications (data and voice), power, and water) infrastructure, and buildings (for Job Corps).

The Department's key modernization initiative—moving its IT infrastructure to the Cloud—is the major means enabling DOL to accomplish mission in the event of climate change. In addition to increased

promotion of telework within the Department, new IT initiatives will ensure greater flexibility with the ability to perform work outside of the physical office including, but not limited to: cloud email, virtual desktop infrastructure (VDI), and cloud storage/collaboration.

With nearly 2,400 buildings, Job Corps Center campuses serve often as alternative shelter for communities in the event of extreme weather events. Job Corps' unique strength lies in its role as a community member and federal partner positioned to provide trained young adults who volunteer to provide assistance. Over the years, Job Corps students have been involved in fire-fighting and other disaster management efforts all across the country. Job Corps' federally operated centers (Civilian Conservation Centers), operated by the USDA Forest Service, work closely with DOL to establish health, safety, and emergency planning and responses. Job Corps Centers are also prepared for evacuation in the event of climate change impact.

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Agency Strategies to Meet Goals of E.O. 13693

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- Goal 2: Sustainable Buildings
- Goal 3: Clean & Renewable Energy
- Goal 4: Water Use Efficiency & Management
- Goal 5: Fleet Management
- Goal 6: Sustainable Acquisition
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- Goal 10: Climate Change Resilience

Appendices

Size & Scope of Agency Operations

Table 1

Agency Size and Scope	FY 2013	FY 2014
Total Number of Employees as Reported in the President's Budget	17,162	16,555
Total Acres of Land Managed	6,073.49	6,076.38
Total Number of Buildings Owned	2,106	2,116
Total Number of Buildings Leased (GSA and Non-GSA Lease)	1,185	745
Total Building Gross Square Feet (GSF)	25,329,819	31,525,386
Operates in Number of Locations Throughout U.S.	619	587
Operates in Number of Locations Outside of U.S.	0	0
Total Number of Fleet Vehicles Owned	73	92
Total Number of Fleet Vehicles Leased	4,018	3,864
Total Number of Exempted-Fleet Vehicles (Tactical, Law Enforcement, Emergency, Etc.)	116	40
Total Amount Contracts Awarded as Reported in FPDS (\$Millions)	394.8	432.6

Agency Progress toward Sustainability Goals in E.O. 13514 and E.O. 13423

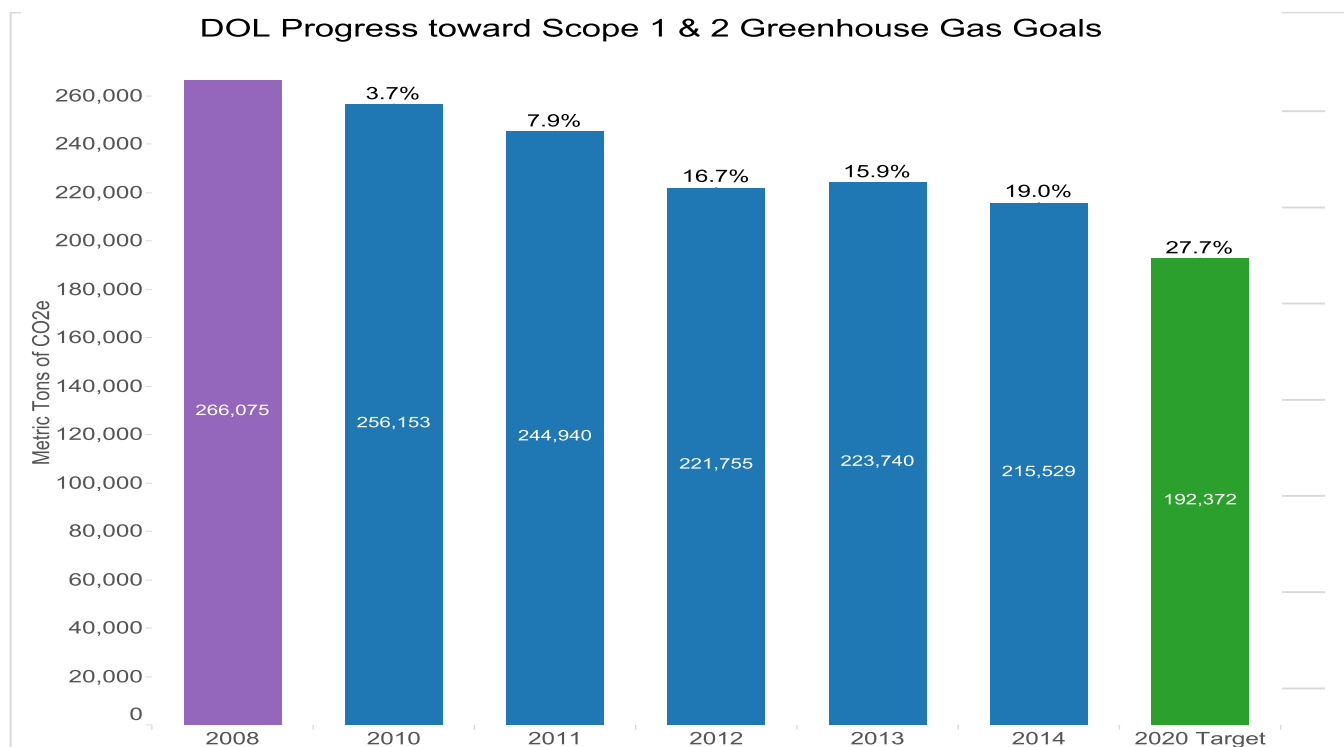
This section provides an overview of agency progress towards the sustainability goals established in E.O. 13514 and E.O. 13423. The subject of many of these goals has been carried over into E.O. 13693, and a review of past performance is useful to determine program effectiveness and development of strategies for future implementation.

Goal 1: Greenhouse Gas (GHG) Reduction

Agency Progress toward Scope 1 & 2 GHG Goal

E.O. 13514 required each agency establish a Scope 1 & 2 GHG emission reduction target to be achieved by FY 2020. The purple bar represents the agency's FY 2008 baseline. The green bar represents the FY 2020 target reduction. The blue bars represent annual agency progress towards achieving this target. The percentage at the top of each bar represents the reduction or increase from the FY 2008 baseline.

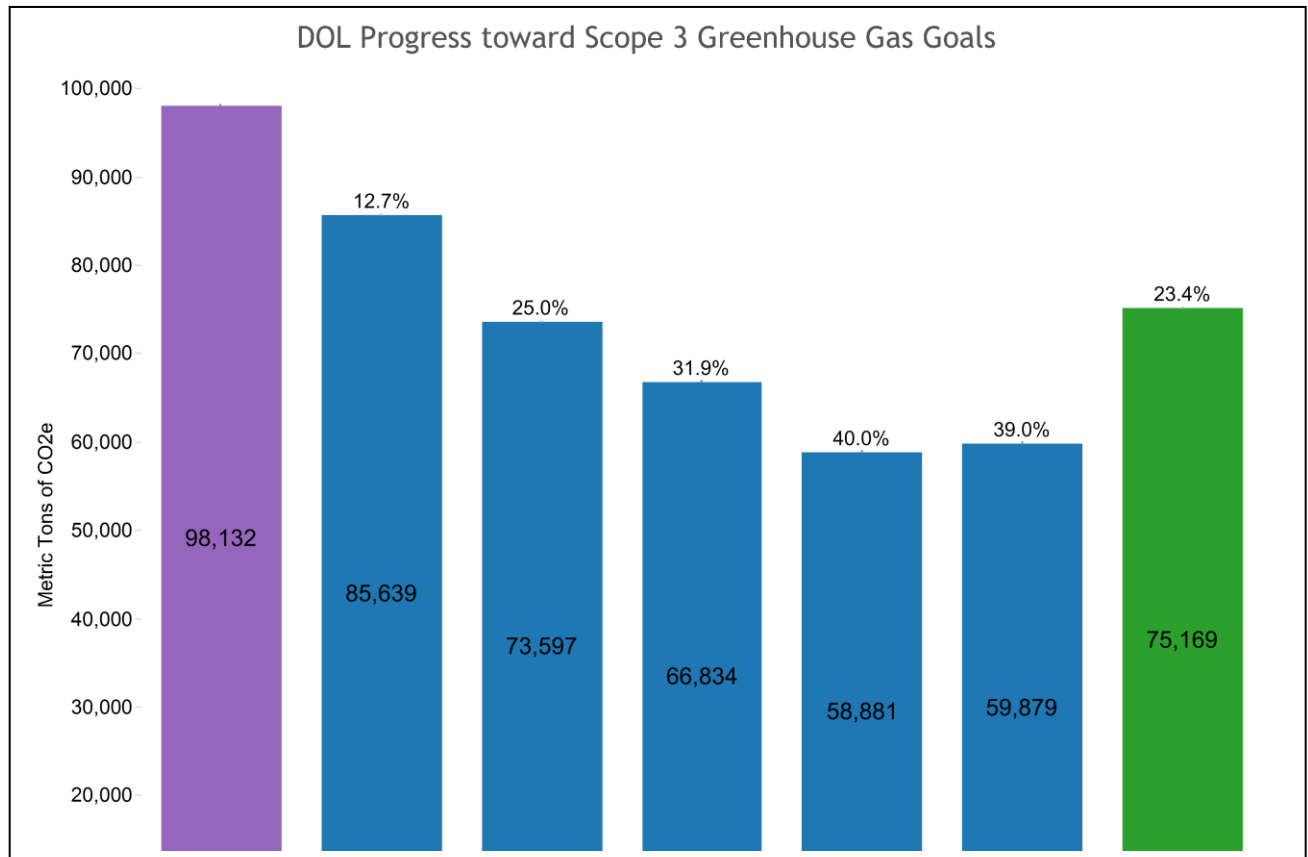
Figure 1-1



Agency Progress toward Scope 3 GHG Goal

E.O. 13514 required each agency establish a Scope 3 GHG emission reduction target to be achieved by FY 2020. The purple bar represents the agency's FY 2008 baseline. The green bar represents the FY 2020 reduction target. The blue bars represent annual agency progress on achieving this target. The percentage at the top of each bar represents the reduction or increase from the FY 2008 baseline.

Figure 1-2

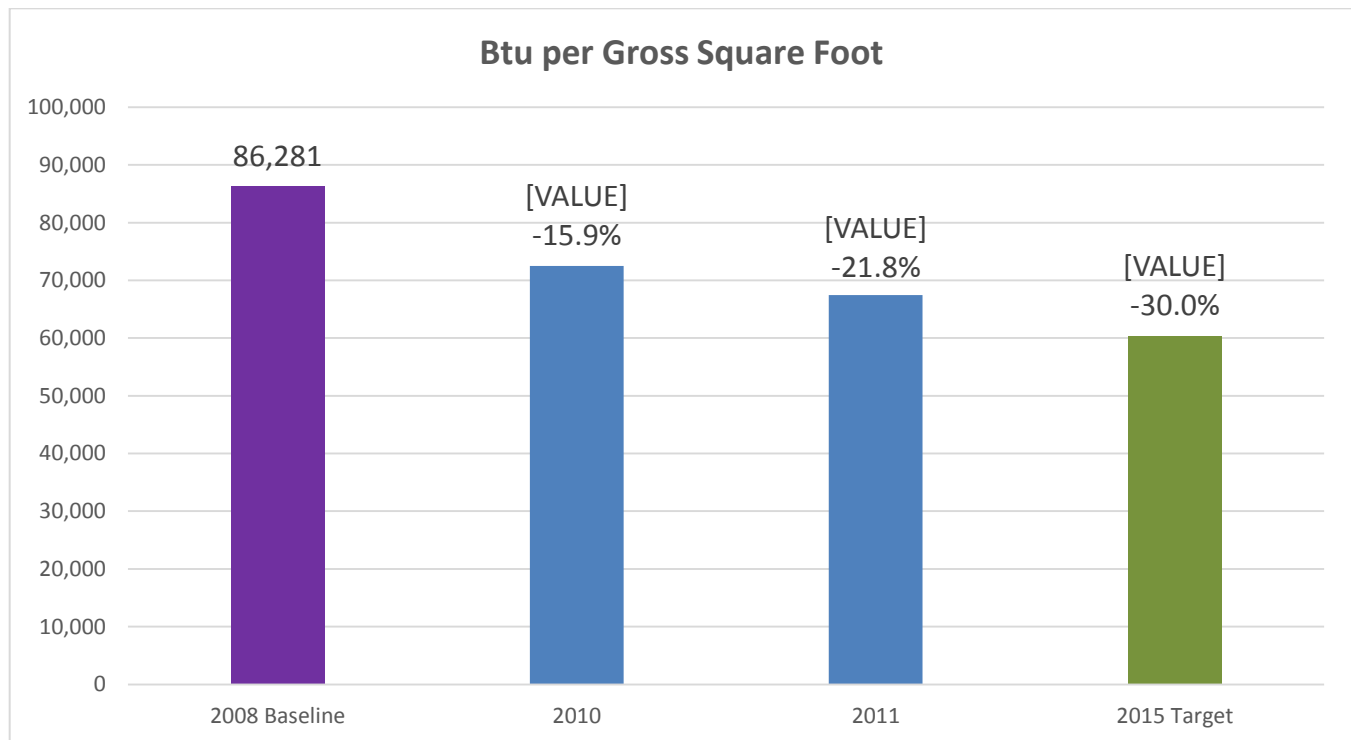


Goal 2: Sustainable Buildings

Agency Progress toward Facility Energy Intensity Reduction Goal

E.O. 13514 section 2 required that agencies consider building energy intensity reductions. Further, the Energy Independence and Security Act of 2007 (EISA) requires each agency to reduce energy intensity 30 percent by FY 2015 as compared to the FY 2003 baseline. Agencies are expected to reduce energy intensity by 3 percent annually through FY 2015 to meet the goal. The purple bar represents the agency's FY 2003 baseline. The green bar represents the FY 2015 target reduction. The blue bars show annual agency progress on achieving this target. The percentage at the top of each bar represents the reduction or increase from the FY 2003 baseline.

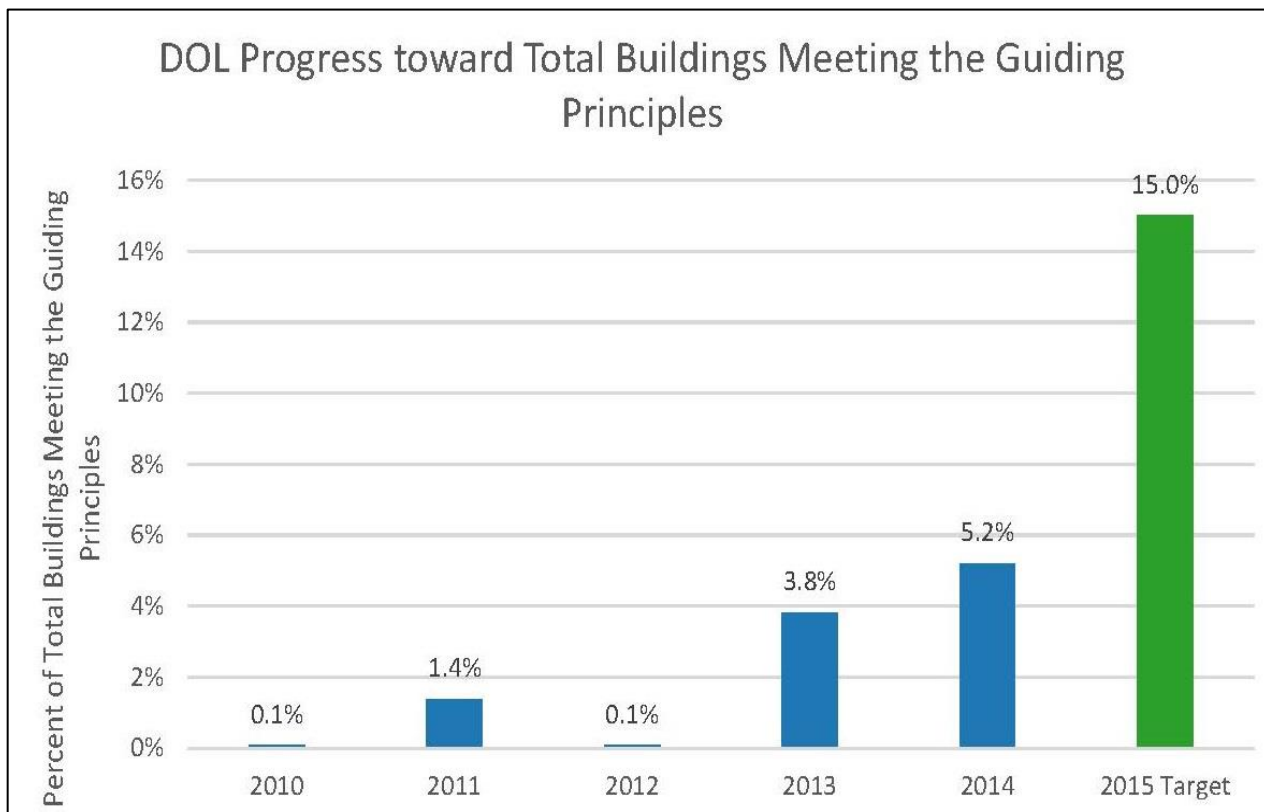
Figure 2-1



Agency Progress toward Total Buildings Meeting the Guiding Principles

E.O. 13514 required that by FY 2015, 15 percent of agencies' new, existing, and leased buildings greater than 5,000 square feet meet the Guiding Principles. In order to meet the FY 2015 goal, agencies should have increased the percentage of conforming buildings by approximately 2 percent annually from their FY 2007 baseline. The green bar represents the FY 2015 target. The blue bars represent annual agency progress on achieving this target.

Figure 2-2

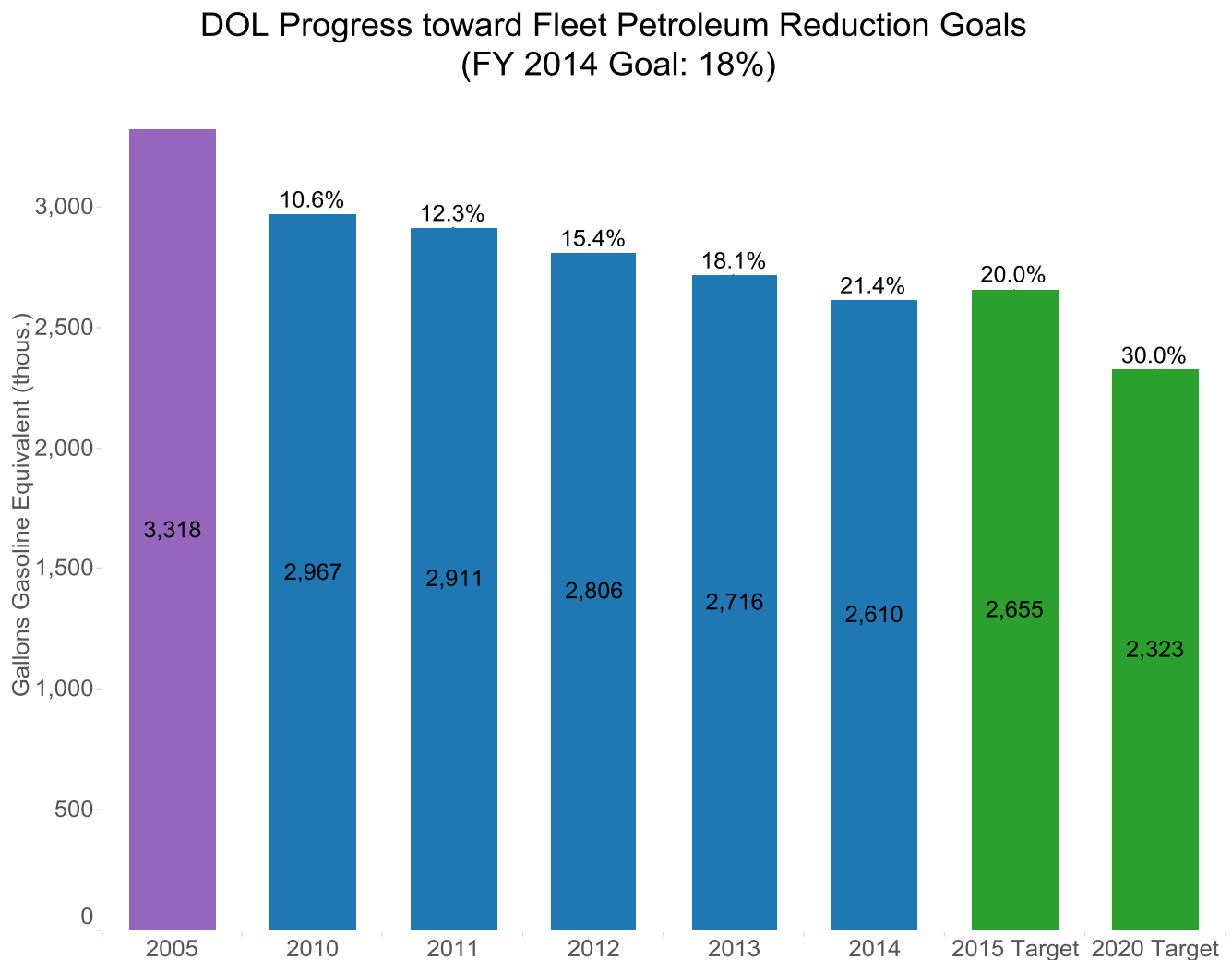


Goal 3: Fleet Management

Agency Progress toward Fleet Petroleum Use Reduction Goal

E.O. 13514 and the Energy Independence and Security Act of 2007 (EISA) required that by FY 2015 agencies reduce fleet petroleum use by 20 percent compared to a FY 2005 baseline. Agencies were expected to achieve at least a 2 percent annual reduction. The purple bar represents the agency's FY 2005 baseline. The green bars represent the FY 2015 target reduction. The blue bars represent annual agency progress on achieving these targets. The percentage at the top of each bar represents the reduction or increase from the FY 2005 baseline.

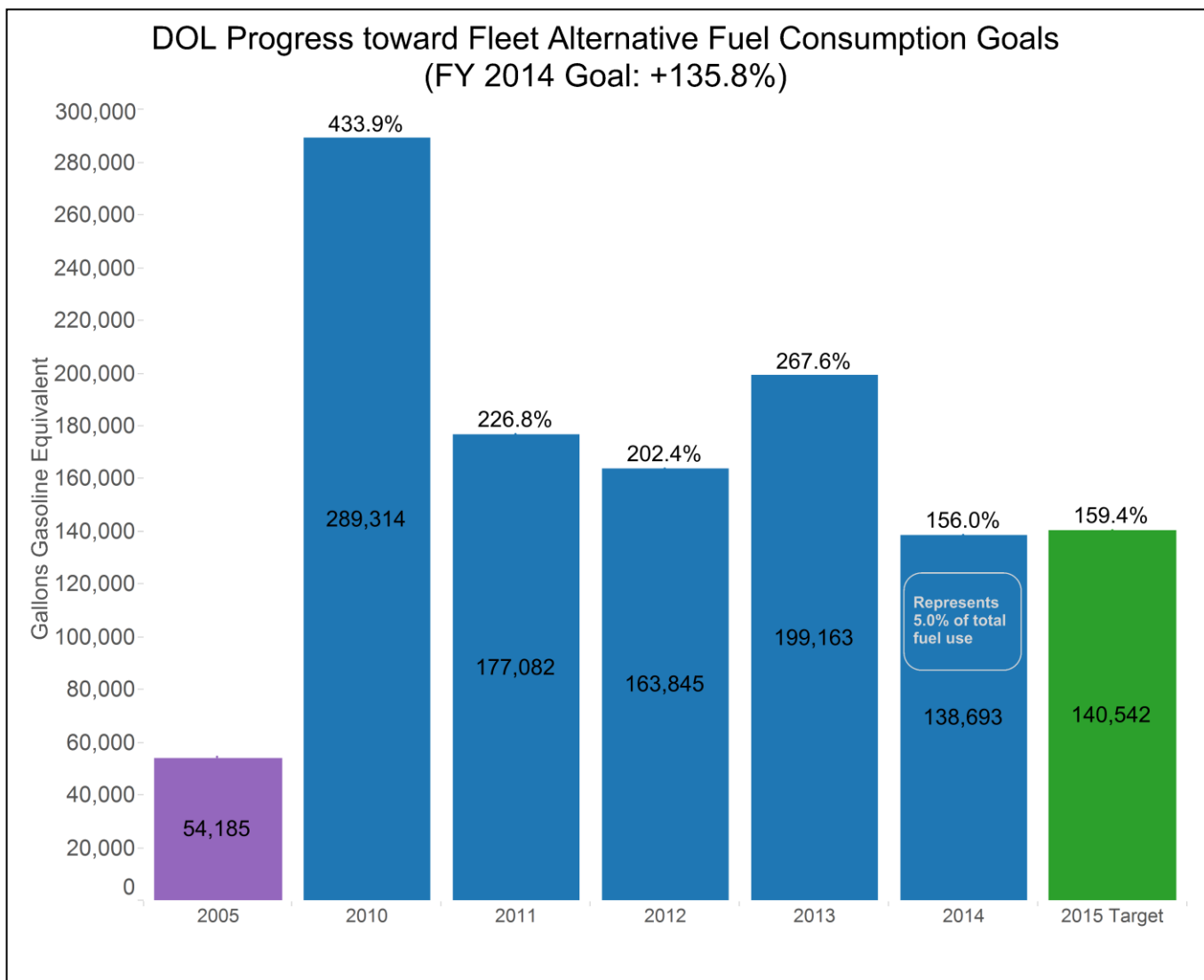
Figure 3-1



Agency Progress toward Fleet Alternative Fuel Consumption Goal

E.O. 13423 required that agencies increase total alternative fuel consumption by 10 percent annually from the prior year starting in FY 2005. By FY 2015, agencies must have increased alternative fuel use by 159.4 percent, relative to FY 2005. The purple bar represents the agency's FY 2005 baseline. The green bar represents the FY 2015 target. The blue bars represent annual agency progress on achieving this target. The percentage at the top of each bar represents the reduction or increase from the FY 2005 baseline.

Figure 3-2

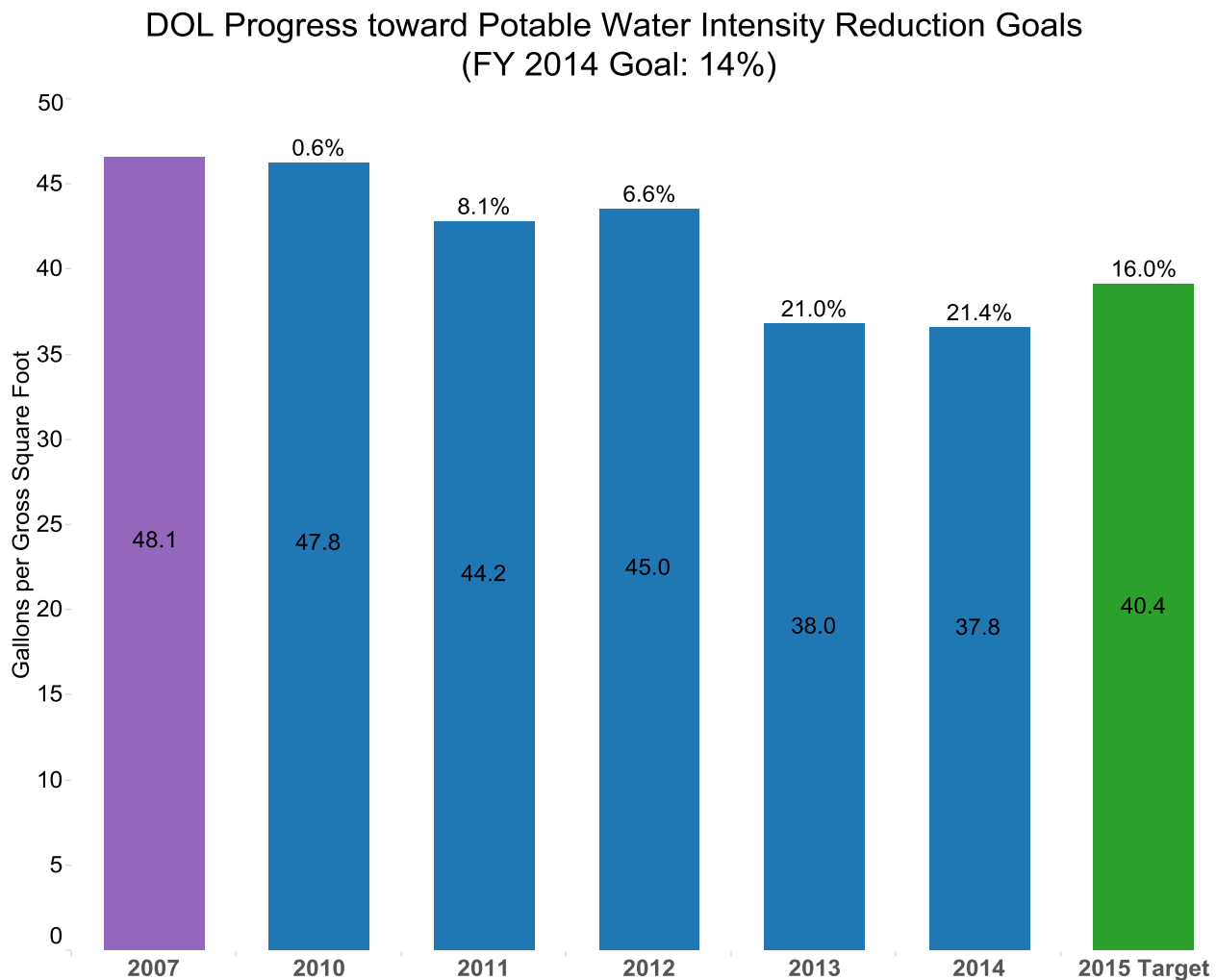


Goal 4: Water Use Efficiency & Management

Agency Progress toward Potable Water Intensity Reduction Goal

E.O. 13514 required agencies to reduce potable water intensity by 2 percent annually through FY 2020 compared to an FY 2007 baseline. A 16 percent reduction was required by FY 2015 and a 26 percent reduction was required by FY 2020. The purple bar represents the agency's FY 2007 baseline. The green bars represent the FY 2015 and FY 2020 target reductions. The blue bars represent annual agency progress on achieving these targets. The percentage at the top of each bar represents the reduction or increase from the FY 2007 baseline.

Figure 4-1



Goal 5: Pollution Prevention & Waste Reduction

E.O. 13514 required that Federal agencies promote pollution prevention and eliminate waste. The E.O. required agencies to minimize the use of toxic and hazardous chemicals and pursue acceptable alternatives. It also required agencies minimize waste generation through source reduction, increase diversion of compostable materials, and by the end of FY 2015 divert at least 50% of non-hazardous and 50% of construction and demolition debris.

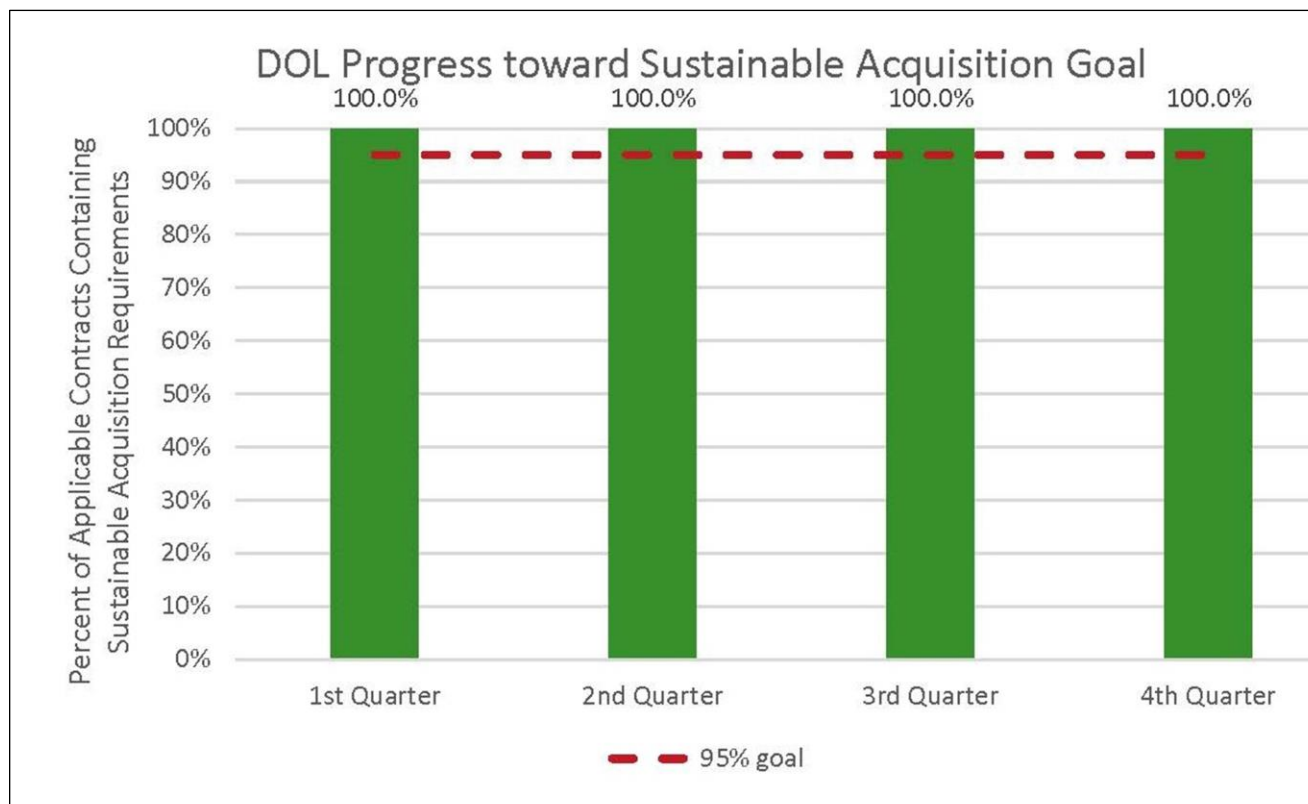
FY 2014 data is not available. Accounting and data reporting for waste reduction will begin in FY 2016. Progress on the waste reduction goal is discussed in the Executive Summary.

Goal 6: Sustainable Acquisition

Agency Progress toward Sustainable Acquisition Goal

E.O. 13514 required agencies to advance sustainable acquisition and ensure that 95 percent of applicable new contract actions met Federal mandates for acquiring products that are energy efficient, water efficient, bio-based, environmentally preferable, non-ozone depleting, recycled content, or are non-toxic or less toxic alternatives, where these products meet performance requirements. To monitor performance, agencies perform quarterly reviews of at least 5 percent of applicable new contract actions to determine if sustainable acquisition requirements are included.

Figure 6-1






Goal 7: Electronic Stewardship & Data Centers




Agency Progress toward EPEAT, Power Management and End of Life Goals

E.O. 13514 required agencies to promote electronics stewardship by: ensuring procurement preference for EPEAT-registered products; implementing policies to enable power management, duplex printing, and other energy-efficient features; employing environmentally sound practices with respect to the disposition of electronic products; procuring Energy Star and FEMP designated electronics; and, implementing best management practices for data center operations.




Figure 7-1

EPEAT	Power Management	End-Of-Life	Comments
			100% Power Management Compliant




EPEAT

	95% or more Monitors and PCs/Laptops purchased in FY 2013 was EPEAT Compliant Agency-wide
	85-94% or more Monitors and PCs/Laptops purchased in FY 2013 was EPEAT Compliant Agency-wide
	84% or less Monitors and PCs/Laptops purchased in FY 2013 was EPEAT Compliant Agency-wide

Power Management

	100% Power Management Enabled Computers, Laptops and Monitors Agency-wide
	90-99% Power Management Enabled Computers, Laptops and Monitors Agency- wide
	89% or less Power Management Enabled Computers, Laptops and Monitors Agency-wide

End-of-Life

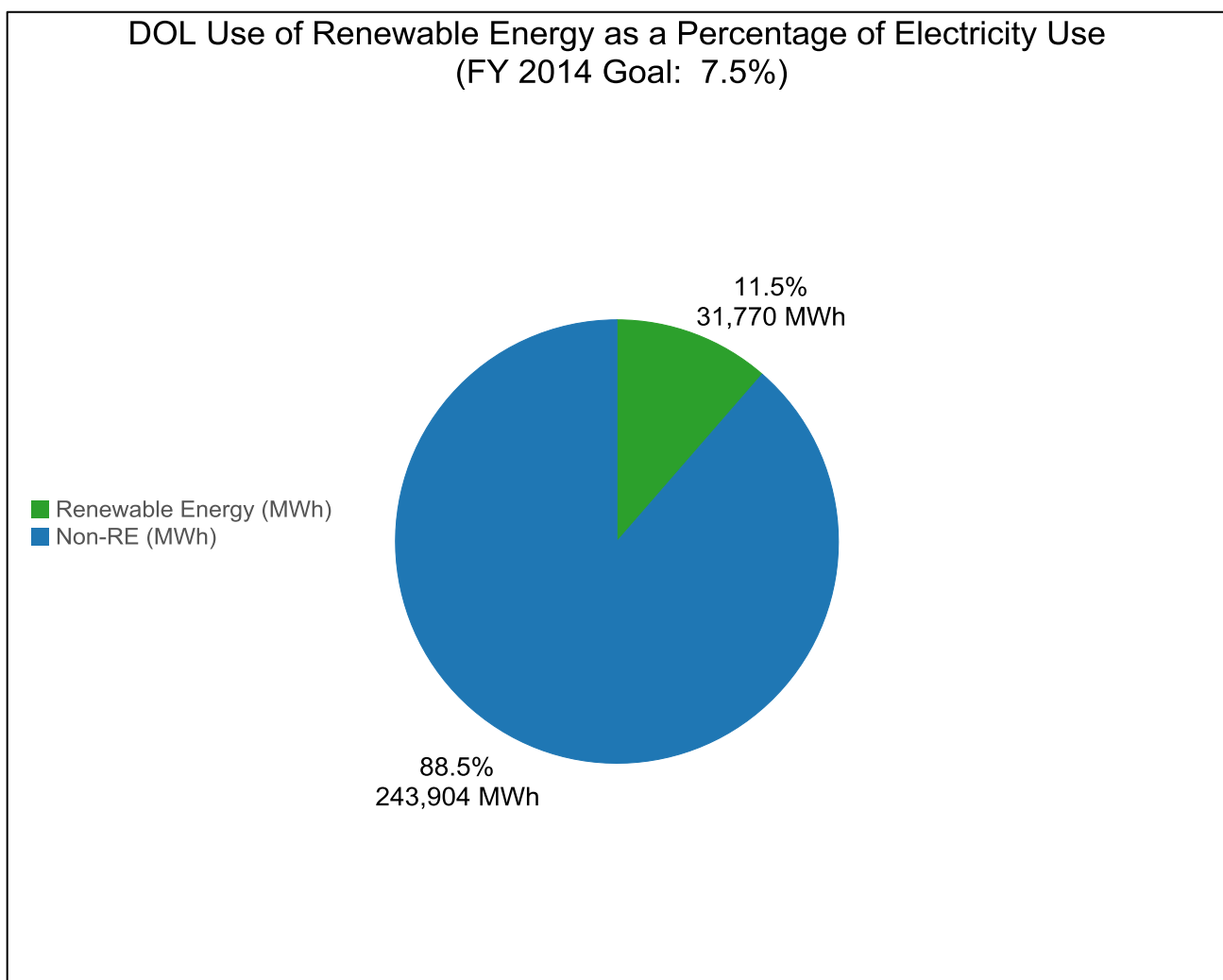
	100% of Electronics at end-of-life disposed through GSA Xcess, CFL, Unicolor, USPS Recycling Program or Certified Recycler (R2, E-Stewards). <i>Submitted annual report to GSA for Federal Electronics Assets furnished to non-Federal recipients.</i>
	100% of Electronics at end-of-life disposed through GSA Xcess, CFL, Unicolor, USPS Recycling Program and/or non-Certified Recycler. <i>Submitted annual report to GSA for Federal Electronics Assets furnished to non-Federal recipients.</i>
	Less than 100% of Electronics at end-of-life disposed through GSA Xcess, CFL, Unicolor, USPS Recycling Program or non-Certified Recycler. No annual report submitted to GSA for Federal Electronics Assets furnished to non-Federal recipients.

Goal 8: Renewable Energy

Agency Renewable Energy Percentage of Total Electricity Usage

E.O. 13514 requires that agencies increase use of renewable energy. Further, EPACT 2005 requires agencies to increase renewable energy use such that 7.5 percent of the agency's total electricity consumption is generated by renewable energy sources for FY 2014 and beyond. For FY 2012, the required target was 5 percent of an agency's total electricity consumption. In 2013, a Presidential Memorandum entitled *Federal Leadership on Energy Management* revised the Federal agency target for agency renewable energy percentage of total electricity usage to reflect a goal of 20% by 2020.

Figure 8-1



Goal 9: Climate Change Resilience

Agency Climate Change Resilience

E.O. 13514 required each agency to evaluate agency climate change risks and vulnerabilities to identify and manage the effects of climate change on the agency's operations and mission in both the short and long term.

This goal is addressed through qualitative commitments on the part of each agency and a summary of progress may be found in the Executive Summary at the beginning of this document.

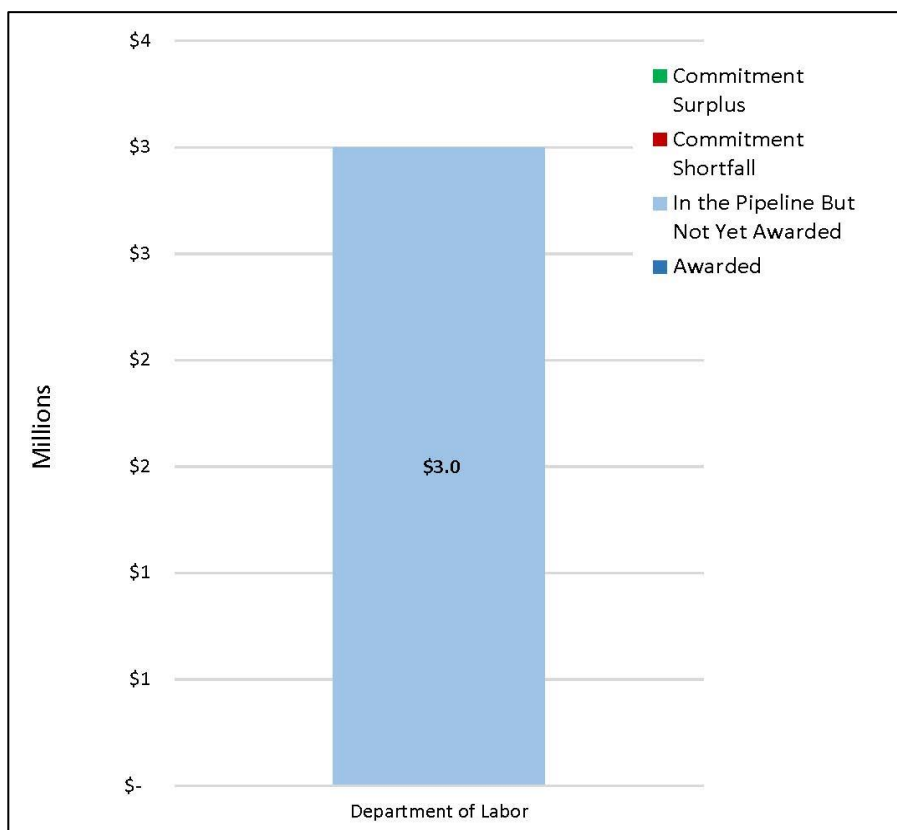
Goal 10: Energy Performance Contracts

Agency Progress in Meeting President's Performance Contracting Challenge (PPCC) Goal

Energy Performance Contracts, including both Energy Savings Performance Contracts (ESPCs) and Utility Energy Service Contracts (UESCs), enable agencies to obtain energy efficiency investments in buildings and deploy on-site renewable energy through long-term contracts with the private sector, which are in turn paid through savings derived from those investments.

Figure 10-1

The chart below represents the agency's performance contracting commitment and progress toward that commitment as reported through April 15, 2014 (for agencies subject to the 2011 President's Performance Contracting Challenge). The bar graph shows the total dollar value (in millions) of (1) already awarded projects, (2) projects in the pipeline but not yet awarded, and (3) the pipeline shortfall or surplus depending on whether the agency has reached their commitment goal. Note: All agencies were expected to meet or exceed their initial target no later than June 30, 2014.



Agency Strategies to Meet Goals of E.O. 13693

Goal 1: Greenhouse Gas (GHG) Reduction

Table 1-1: Strategies – Scope 1 & 2 GHG Reduction

(A) Strateg	(B) Top Five? Yes/No/N	(C) Strategy Narrative (100 word limit)	(D) Specific targets/metrics to measure success including
(A) Required Strategy under E.O. 13693			
Use the FEMP GHG emission report to identify/target high emission categories and implement specific actions to resolve high emission areas identified.	Yes	DOL will use the FEMP GHG emission report to identify and target high emission categories. Specific actions that are cost effective and can be adequately resourced will be implemented to address high emission areas identified.	By end of FY 2016, DOL will have completed its analysis using the FEMP GHG emission report and will have determined which strategies will be cost effective and possible to implement given available resources.
(A) Strateg	(B) Top Five? Yes/No/N	(C) Strategy Narrative (100 word limit)	(D) Specific targets/metrics to measure success including milestones in next 12
Identify alternative sources of data or alternative methods of analysis not set forth in E.O. 13693, but with the potential to support its	Yes	DOL will determine if there are alternative sources for data or data analysis to support E.O 13692 goals.	Alternative sources for data or data analysis are identified and, if relevant, utilized by March 2016.
Identify and support management practices or training programs that encourage employee sustainability and greenhouse gas consideration.	Yes	DOL will identify and support management practices or training programs that encourage employee sustainability and greenhouse gas consideration.	By December 2016, DOL will have identified and be supporting management practices or training programs that encourage employee sustainability and greenhouse gas consideration.
Conceptualize the goals of E.O. 13693 within a projected cost-benefit framework to identify low-	No	Not designated as a top strategy for FY 2016.	
Isolate successful measures applied toward the goals of E.O. 13514 that could be expanded to meet the goals of E.O. 13693.	Yes	DOL will identify successful measures applied to the goals of E.O. 13514 that potentially can be expanded to meet the goals of E.O. 13693.	Successful measures applied to the goals of E.O. 13514 that can be potentially expanded to meet the goals of E.O. 13693 are identified by December 2015.

Determine unsuccessful programs or measures to be discontinued to better allocate agency	Yes	DOL will identify if there are any unsuccessful programs or measures that should be discontinued.	Unsuccessful programs or measures that should be discontinued are identified by December 2015.
Determine which goals set forth in E.O. 13693 represent unambitious targets given past agency performance, identify by how much they could be exceeded, and establish new within-agency target	No	Not designated as a top strategy for FY 2016.	
Employ operations and management best practices for energy consuming and emission	No	Not designated as a top strategy for FY 2016.	

Table 1-2: Strategies – Scope 3 GHG Reductions

(A) Strateg	(B) Top Five? Yes/No/N	(C) Strategy Narrative (100 word limit)	(D) Specific targets/metrics to measure success including milestones in next 12 months
(A) Required Strategy under E.O. 13693			
Reduce employee business ground travel.	Yes	Reinforce video teleconferencing and priority travel decision making.	Track travel costs through budget. Review employee GHG for business ground travel.
Reduce employee business air travel.	Yes	Reinforce video teleconferencing and priority travel decision making.	Track travel costs through budget. Review employee GHG for business air travel.
Develop and deploy employee commuter reduction plan.	No	Not designated as a top strategy for FY 2016.	
Use employee commuting survey to identify opportunities and strategies for reducing	No	Not designated as a top strategy for FY 2016.	
Increase number of employees eligible for telework and/or the total number of days teleworked.	Yes	Continue to promote information to employees about teleworking. Track telework through new timesheet system.	Track telework hours worked.
Develop and implement bicycle commuter program.	Yes	Promote employee bicycle commuting.	Track number of employees using biking benefits.
Provide bicycle commuting infrastructure.	No	Not designated as a top strategy for FY 2016.	
Plan to begin FY 2016: Report scope 3 greenhouse gas emissions for leases over 10,000 E.O. 3(h)(v) rentable square feet	Yes	Identify the relevant leases over 10,000 rentable square feet that will need to report Scope 3 greenhouse gas emissions.	Relevant leases over 10,000 rentable square feet are identified and the requirements needed to report Scope 3 greenhouse gas emissions by September 2015.

Goal 2: Sustainable Buildings

Building Energy Conservation, Efficiency, and Management

Section 3(a) of E.O. 13693 states that agencies will promote building energy conservation, efficiency, and management. Section 3(a)(i) requires agencies to reduce building energy intensity by 2.5% annually through the end of FY 2025 (measured in British thermal units per square foot), relative to a FY 2015 baseline and taking into account agency progress to date, except where revised pursuant to section 9(f) of E.O. 13693.

Building Efficiency Performance, and Management

Section 3(h) of E.O. 13693 states that agencies will improve building efficiency, performance, and management.

Section 3(h)(iii) requires that agencies identify, as a part of the planning requirements of section 14 of this order, a percentage of the agency's existing buildings above 5,000 gross square feet intended to be energy, waste, or water net-zero buildings by FY 2025 and implementing actions that will allow those buildings to meet that target. Targets will be established in 2016.

Section 3(a)(ii) of E.O. 13693 states that agencies must improve data center efficiency at agency facilities. Section 3(a)(ii)(C) requires that agencies establish a power usage effectiveness target in the range of 1.2-1.4 for new data centers and less than 1.5 for existing data centers.

Table 2-1: Strategies – Sustainable Buildings

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Required Strategies under E.O. 13693			
Use remote building energy performance assessment auditing technology 3(a)(A)	No	Not designated as a top strategy for FY 2016. This strategy exceeds DOL's current resource limitations.	
Participate in demand management programs 3(a)(B)	No	Not designated as a top strategy for FY 2016. This strategy exceeds DOL's current resource limitations.	
Ensure that monthly performance data is entered into the Environmental Protection Agency (EPA) ENERGY STAR Portfolio Manager 3(a)(C)	Yes	Monthly performance data will be entered into EPA Energy Star Portfolio Manager for applicable buildings.	Monthly performance data is entered into EPA Energy Star Portfolio Manager for applicable buildings prior to export of reports into the DOE FEMP Compliance Tracking System.

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Where feasible: Incorporate Green Button data access system into reporting, data analytics, and automation processes 3(a)(D)	No	Not designated as a top strategy for FY 2016. This strategy exceeds DOL's current resource limitations.	
Implement space utilization and optimization practices and policies 3(a)(E)	Yes	Redesign interior space to reduce energy use. Continue to implement "Reduce the Footprint" strategies.	Continue implementation of agency consolidation and space redesign across DOL. Implement new DOL space regulation reducing useable square foot per person to achieve cost and energy reduction.
Identify opportunities to transition test-bed technologies to achieve the goals of this section 3(a)(F)	No	Not designated as a top strategy for FY 2016. This strategy exceeds DOL's current resource limitations.	
Where feasible: Conform to city energy performance benchmarking and reporting requirements 3(a)(G)	No	Not designated as a top strategy for FY 2016. This strategy exceeds DOL's current resource limitations.	
Begin planning for FY 2020 requirement: Ensure all new construction of Federal buildings greater than 5,000 gross square feet that enters the planning process be designed to achieve energy net-zero and, where feasible, water or waste net-zero by FY 2030 3(h)(i)	No	Not designated as a top strategy for FY 2016. This strategy exceeds DOL's current resource limitations.	
In all new agency lease solicitations over 10,000 rentable square feet, include criteria for energy efficiency as a performance specification or source selection evaluation factor 3(h)(iv)	Yes	DOL will identify new agency lease solicitations over 10,000 rentable square feet and include criteria for energy efficiency as a performance specification or source selection evaluation factor.	New agency lease solicitations over 10,000 rentable square feet include criteria for energy efficiency as a performance specification or source selection evaluation factor.
In all new agency lease solicitations over 10,000 rentable square feet, include requirements for building lessor disclosure of carbon emission or energy consumption data for leased portion of building 3(h)(iv)	Yes	Identify the relevant leases over 10,000 rentable square feet that will need to report Scope 3 greenhouse gas emissions.	Relevant leases over 10,000 rentable square feet are identified and the requirements needed to report Scope 3 greenhouse gas emissions by September 2015.
In planning new facilities or leases, include cost-effective strategies to optimize sustainable space utilization and consideration of existing community transportation planning and infrastructure, including access to public transit 3(h)(vi)	No	Not designated as a top strategy for FY 2016.	

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Ensure that all new construction, major renovation, repair, and alteration of agency buildings includes appropriate design and deployment of fleet charging infrastructure 3(h)(vii)	No	Not designated as a top strategy for FY 2016. No new construction or major alterations are planned.	
Include climate resilient design and management into the operation, repair, and renovation of existing agency buildings and the design of new buildings 3(h)(viii)	No	Not designated as a top strategy for FY 2016. No new construction or major alterations are planned.	
Recommended Strategies			
Install and monitor energy meters and sub-meters as soon as practicable.	No	Not designated as a top strategy for FY 2016.	
Collect and utilize building and facility energy use data to improve building energy management and performance.	No	Not designated as a top strategy for FY 2016.	
Incorporate green building specifications into all new construction and major renovation projects.	No	Not designated as a top strategy for FY 2016. No new construction or major alterations are planned.	
Redesign or lease interior space to reduce energy use by implementing daylighting, space optimization, sensors/control system installation, etc.	No	Not designated as a top strategy for FY 2016.	
Develop and deploy energy and sustainability training for all facility and energy managers.	No	Not designated as a top strategy for FY 2016.	
Include in every construction contract all applicable sustainable acquisition requirements for recycled, biobased, energy efficient, and environmentally preferable products.	Yes	Review Job Corps construction contracts to ensure all applicable sustainable acquisition requirements for recycled, biobased, energy efficient, and environmentally preferable products.	95% of JC new construction contracts include all applicable sustainable acquisition requirements for recycled, biobased, energy efficient, and environmentally preferable products.

Table 2-2: Strategies – Data Center Efficiency

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Required Strategies under E.O. 13693			
Ensure the agency chief information officer promotes data center energy optimization, efficiency, and performance 3(a)(ii)(A)	Yes	DOL Chief Information Officer will promote data center energy optimization, efficiency, and performance by consolidating IT assets, as appropriate, in the newly established data center.	Consolidate/closure of 20 Non-Core agency facilities into 7 regional facilities by March 2016.
Install and monitor advanced energy meters in all data centers by fiscal year 2018 3(a)(ii)(B)	No	Not a designated top strategy for FY 2016.	
Recommended Strategies			
Optimize agency Data Centers across total cost of ownership metrics.	Yes	Optimize agency Data Centers across total cost of ownership metrics.	Continue to optimize agency Data Centers across total cost of ownership metrics.
Improve data center temperature and air-flow management.	Yes	Improve air flow by migrating systems and capabilities to Tier 4 energy efficient data center.	Continue migrating systems and capabilities to Tier 4 energy efficient data center.
Identify and consolidate obsolete and underutilized agency computer servers into energy efficient data centers.	Yes	Continue consolidation of IT assets locally within the regional offices and overall architecture reengineering to support the closures.	Consolidate/closure of 20 Non-Core agency facilities into 7 regional facilities by March 2016.
Consolidate 40% of agency Non-Core Data Centers.	Yes	Continue consolidation of IT assets locally within the regional offices and overall architecture reengineering to support the closures.	Consolidate/closure of 20 Non-Core agency facilities into 7 regional facilities by March 2016.

Goal 3: Clean & Renewable Energy

Agency Clean Energy Share of Total Electric and Thermal Energy Goal

E.O. 13693 3(b) requires that, at a minimum, the percentage of an agency's total electric and thermal energy accounted for by renewable and alternative energy shall be not less than: 10% in FY 2016-17; 13% in FY 2018-19; 16% in FY 2020-21; 20% in FY 2022-23; and 25% by FY 2025.

Agency Renewable Energy Share of Total Electricity Consumption Goal

E.O. 13693 3(c) sets a second schedule that addresses specifically renewable energy. It requires that renewable energy account for not less than 10% of total electric energy consumed by an agency in FY 2016-17; 15% in FY 2018-19; 20% in FY 2020-21; 25% in FY 2022-23; and 30% by 2025.

Table 3-1: Strategies – Clean & Renewable Energy

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Required Strategies under E.O. 13693			
DoD only: Include in DoD accounting, fulfillment of the requirements of DoD goals under section 2852 of the National Defense Authorization Act of 2007 3(e)(vi)	N/A		
Recommended Strategies			
Install agency-funded renewable on-site and retain corresponding renewable energy certificates (RECs) or obtaining replacement RECs 3(d)(i)	Yes	Job Corps will install onsite renewable energy where appropriate.	Complete the initial design scope for wind turbine at Weber Basin. Track onsite renewable energy installation.
Contract for the purchase of energy that includes installation of renewable energy on or off-site and retain RECs or replacement RECs for the term of the contract 3(d)(ii)	No	Not a designated top strategy for FY 2016.	
Purchase electricity and corresponding RECs or obtaining equal value replacement RECs 3(d)(iii)	No	Not a designated top strategy for FY 2016.	
Purchase RECs 3(d)(iv)	Yes	Job Corps will purchase RECs where appropriate.	Track REC purchases to meet FY 2016 goals.
Install thermal renewable energy on-site at Federal facilities and retain corresponding renewable attributes or obtain equal value replacement RECs 3(e)(i)	Yes	Job Corps will develop biomass capacity for energy generation where appropriate.	Begin construction for biomass boilers at Boxelder Job Corps Center.

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Install combined heat and power processes on-site at Federal facilities 3(e)(ii)	No	Not a designated top strategy for FY 2016.	
Identify opportunities to install fuel cell energy systems on-site at Federal facilities 3(e)(iii)	No	Not a designated top strategy for FY 2016.	
Identify opportunities to utilize energy from small modular nuclear reactor technologies 3(e)(iv)	No	Not a designated top strategy for FY 2016.	
Identify opportunities to utilize energy from a new project that includes the active capture and storage of carbon dioxide emissions associated with energy generation 3(e)(v)	No	Not a designated top strategy for FY 2016.	
Implement other alternative energy approaches that advance the policy set forth in section 1 and achieve the goals of section 2 of E.O. 13693 3(e)(vii)	No	Not a designated top strategy for FY 2016.	
Consider opportunities to install or contract for energy installed on current or formerly contaminated lands, landfills, and mine sites.	No	Not a designated top strategy for FY 2016.	
Work with other agencies to create volume discount incentives for increased renewable energy purchases.	Yes	Purchase renewable energy from GSA.	Renewable energy is purchased from GSA.
Train Job Corps students to install solar panels and other renewable energy.	Yes	Train Job Corps students to install solar panels and other renewable energy.	Track Job Corps training on renewable energy.

Goal 4: Water Use Efficiency & Management

Potable Water Consumption Intensity Reduction Goal

E.O. 13693 section 3(f) states that agencies must improve water use efficiency and management, including stormwater management. E.O. 13693 section 3(f)(i) requires agencies to reduce potable water consumption intensity by 2% annually through FY 2025 relative to an FY 2007 baseline (measured in gallons per gross square foot). A 36% reduction is required by FY 2025.

ILA Water Consumption Reduction Goal

E.O. 13693 section 3(f)(iii) also requires that agencies reduce their industrial, landscaping and agricultural (ILA) water consumption (measured in gallons) by 2% annually through FY 2025 relative to a FY 2010 baseline.

Table 4: Strategies – Water Use Efficiency & Management

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Required Strategies under E.O. 13693			
Install appropriate green infrastructure features to help with storm- and wastewater management (such as rain gardens, rain barrels, green roofs, or impervious pavement) 3(f)(iv)	Yes	Install Xeriscape at appropriate Job Corps Centers. Irrigate using cisterns with stormwater, where appropriate.	Completed installation of Xeriscape at appropriate Job Corps Centers. Completed installation of cisterns and greywater systems where appropriate.
Install and monitor water meters; collect and utilize building and facility water data for conservation and management 3(f)(ii)	No	Not designated as a top strategy for FY 2016. Water meters are installed at DOL facilities and water use is monitored.	
Recommended Strategies			
Install high efficiency technologies (e.g., WaterSense).	Yes	Job Corps Center install water efficient technologies.	Track number of installations.
Prepare and implement a water asset management plan to maintain desired level of service at lowest life cycle cost (for best practices from the EPA, go to http://go.usa.gov/KvbF).	No	Not designated as a top strategy for FY 2016.	
Minimize outdoor water use and use alternative water sources as much as possible.	Yes	Install Xeriscape at appropriate Job Corps Center. Irrigate using cisterns with stormwater, where appropriate.	Completed installation of Xeriscape at appropriate Job Corps Center. Completed installation of cisterns and greywater systems where appropriate.
Design and deploy water closed-loop, capture, recharge, and/or reclamation systems.	No	Not designated as a top strategy for FY 2016.	

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Install advanced meters to measure and monitor (1) potable and (2) industrial, landscaping and agricultural water use.	No	Not designated as a top strategy for FY 2016.	
Develop and implement programs to educate employees about methods to minimize water use.	Yes	Communicate water performance indicators to Job Corps Centers to encourage additional improvements.	Monitoring of water performance data. Communication of performance to Job Corps Centers.
Assess the interconnections and dependencies of energy and water on agency operations, particularly climate change's effects on water which may impact energy use.	No	Not designated as a top strategy for FY 2016.	
Consistent with State law, maximize use of grey-water and water reuse systems that reduce potable and ILA water consumption.	Yes	Install Xeriscape at appropriate Job Corps Centers. Irrigate using cisterns with stormwater, where appropriate.	Completed installation of Xeriscape at appropriate Job Corps Centers. Completed installation of cisterns and greywater systems where appropriate.
Consistent with State law, identify opportunities for aquifer storage and recovery to ensure consistent water supply availability.	No	Not designated as a top strategy for FY 2016.	
Ensure that planned energy efficiency improvements consider associated opportunities for water conservation.	No	Not designated as a top strategy for FY 2016.	
Where appropriate, identify and implement regional and local drought management and preparedness strategies that reduce agency water consumption including recommendations developed by Regional Federal Executive Boards.	No	Not designated as a top strategy for FY 2016.	

Goal 5: Fleet Management

Fleet Per-Mile Greenhouse Gas Emissions Goal

E.O. 13693 section 3(g) states that agencies with a fleet of at least 20 motor vehicles will improve fleet and vehicle efficiency and management. E.O. 13693 section 3(g)(ii) requires agencies to take actions that reduce fleet-wide per-mile greenhouse gas emissions from agency fleet vehicles relative to a new, FY 2014 baseline and sets new goals for percentage reductions: not less than 4% by the end of FY 2017; not less than 15 % by the end of FY 2020; and not less than 30% by then end of FY 2025.

E.O. 13693 section 3(g)(i) requires that, as a part of the Sustainability Planning process agencies should determine the optimum fleet inventory, emphasizing eliminating unnecessary or non-essential vehicles. This information is generally available from the agency Vehicle Allocation Methodology (VAM) process that is completed each year. To satisfy this requirement for 2015, please include the VAM results and the appropriate agency fleet management plan to the appendix of this document. Future versions of this plan will require similar submissions by agencies.

Table 5-1: Strategies – Fleet Management

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Required Strategies under E.O. 13693			
Collect and utilize agency fleet operational data through deployment of vehicle telematics – as soon as is practicable, but not later than two years after date of order 3(g)(iii)	No	Not designated as a top strategy for FY 2016.	
Ensure that agency annual asset-level fleet data is properly and accurately accounted for in a formal Fleet Management System as well as submitted to the Federal Automotive Statistical Tool reporting database, the Federal Motor Vehicle Registration System, and the Fleet Sustainability Dashboard (FLEETDASH) system 3(g)(iv)	Yes	DOL will review annual asset-level fleet data for proper and accurate accounting in the AUTOS database, submit required information to the FAST reporting database and the FMVRS, and within the FLEETDASH system if DOL's security procedures allow.	Annual asset-level fleet data for proper and accurate accounting is entered at least monthly within AUTOS and, if appropriate, submitted monthly to FLEETDASH system. Entries to FAST and FMVRS are completed by required due dates.
Plan for agency fleet composition such that 20% of passenger vehicle acquisitions are zero emission or plug-in hybrid vehicles by 2020, and 50% by 2025. Vehicles acquired in other vehicle classes count double toward this target 3(g)(v)	No	Not designated as a top strategy for FY 2016.	

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Plan for appropriate charging or refueling infrastructure for zero emission or plug-in hybrid vehicles and opportunities for ancillary services to support vehicle-to-grid technology 3(g)(vi)	No	Not designated as a top strategy for FY 2016.	
Recommended Strategies			
Optimize/Right-size the composition of the fleet (e.g., reduce vehicle size, eliminate underutilized vehicles, acquire and locate vehicles to match local fuel infrastructure).	Yes	Use the DOL AUTOS Fleet Management System to continuously review fleet to determine optimum fleet size and vehicle mix and enforce DOL acquisition policies.	Measure fleet changes through AUTOS.
Increase utilization of alternative fuel in dual-fuel vehicles.	No	Not designated as a top strategy for FY 2016.	
Use a Fleet Management Information System to track fuel consumption throughout the year for agency-owned, GSA-leased, and commercially-leased vehicles.	Yes	Track fuel consumption in DOL's AUTOS Fleet Information System.	
Increase GSA leased vehicles and decrease agency-owned fleet vehicles, when cost effective.	Yes	Continue to implement DOL's policy that prefers GSA leased vehicles over agency owned.	
Implement vehicle idle mitigation technologies.	No	Not designated as a top strategy for FY 2016.	
Minimize the use of "law enforcement" vehicle exemption and implementing the GSA Bulletin FMR B-33, <i>Motor Vehicle Management, Alternative Fuel Vehicle Guidance for Law Enforcement and Emergency Vehicle Fleets</i> of November 15, 2011.	No	Not designated as a top strategy for FY 2016.	
Where State vehicle or fleet technology or fueling infrastructure policies are in place, conform with the minimum requirements of those policies.	No	Not designated as a top strategy for FY 2016.	
Reduce miles traveled (e.g., share vehicles, improve routing with telematics, eliminate trips, improve scheduling, use shuttles, etc.).	No	Not designated as a top strategy for FY 2016.	
Acquire only highly fuel-efficient, low greenhouse gas-emitting vehicles and alternative fuel vehicles (AFVs) when it meets mission requirements.	Yes	Require DOL agencies to acquire AFVs where and as much as practicable.	Track AFV acquisitions and measure conformance through AUTOS Fleet Information System.

Goal 6: Sustainable Acquisition

Sustainable Acquisition Goal

E.O. 13693 section 3(i) requires agencies to promote sustainable acquisition by ensuring that environmental performance and sustainability factors are considered to the maximum extent practicable for all applicable procurements in the planning, award and execution phases of acquisition.

Table 6-1: Strategies – Sustainable Acquisition

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Required Strategies under E.O. 13693			
Meet statutory mandates that require purchase preference for recycled content products designated by EPA 3(i)(i)(A)	Yes	Build federally-mandated designated sustainable product clauses as default in all relevant templates for procurements and services in new AMS procurement system. Issue sustainable acquisition contracting notices to contracting community. Reissue contracting officer notice to contract officers regarding biobased purchasing. Track deviations from system default clauses.	Federally mandated clauses are built into templates as defaults. Sustainable acquisition contracting notices are issued to contracting community. Deviations from system default clauses are tracked.
Meet statutory mandates that require purchase preference for energy and water efficient products and services, such as ENERGY STAR qualified and FEMP-designated products, identified by EPA and DOE 3(i)(i)(B)	Yes	Build federally-mandated designated sustainable product clauses as default in all relevant templates for procurements and services in new AMS procurement system. Issue sustainable acquisition contracting notices to contracting community. Reissue contracting officer notice to contract officers regarding biobased purchasing. Track deviations from system default clauses.	Federally mandated clauses are built into templates as defaults. Sustainable acquisition contracting notices are issued to contracting community. Deviations from system default clauses are tracked.

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Meet statutory mandates that require purchase preference for Biopreferred and biobased designated products designated by the USDA 3(i)(i)(C)	Yes	Build federally- mandated designated sustainable products as default in all relevant templates for procurements and services in new AMS procurement system deployment. Reissue contracting officer notice to contract officers regarding biobased purchasing. Remind DOL acquisition community about biobased purchasing requirements quarterly.	Federally mandated clauses are built into appropriate templates as default. Sustainable acquisition contracting notices are issued to contracting community. Deviations from system default clauses are tracked.
Purchase sustainable or products and services identified by EPA programs such as the ones outlined in 3(i)(ii)	Yes	Build federally-mandated designated sustainable product clauses as default in all relevant templates for procurements and services in new AMS procurement system. Issue sustainable acquisition contracting notices to contracting community. Reissue contracting officer notice to contract officers regarding biobased purchasing. Track deviations from system default clauses.	Federally mandated clauses are built into templates as defaults. Sustainable acquisition contracting notices are issued to contracting community. Deviations from system default clauses are tracked.
Purchase Significant New Alternative Policy (SNAP) chemicals or other alternatives to ozone-depleting substances and high global warming potential hydrofluorocarbons, where feasible 3(i)(ii)(A)	No	Not designated as a top strategy for FY 2016.	
Purchase WaterSense certified products and services (water efficient products) 3(i)(ii)(B)	Yes	Job Corps Centers install water efficient technologies.	Track number of installations.
Purchase Safer Choice labeled products (chemically intensive products that contain safer ingredients) 3(i)(ii)(C)	No	Not designated as a top strategy for FY 2016.	
Purchase SmartWay Transport partners and Smartway products (fuel efficient products and services) 3(i)(ii)(D)	No	Not designated as a top strategy for FY 2016.	

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Purchase environmentally preferable products and services that meet or exceed specifications, standards, or labels recommended by EPA that have been determined to assist agencies in meeting their needs and further advance sustainable procurement goals of this order 3(i)(iii)(A)	No	Not designated as a top strategy for FY 2016.	
Meet environmental performance criteria developed or adopted by voluntary consensus standards bodies consistent with section 12(d) of the National Technology Transfer and Advancement Act of 1995 3(i)(iii)(B)	No	Not designated as a top strategy for FY 2016.	
Ensure contractors submit timely annual reports of their BioPreferred and biobased purchases 3(i)(iv)(B)	No	Not designated as a top strategy for FY 2016.	
Reduce copier and printing paper use and acquiring uncoated printing and writing paper containing at least 30 percent postconsumer recycled content or higher as designated by future instruction under section 4(e) of E.O. 13693 3(i)(v)	No	Not designated as a top strategy for FY 2016.	
Recommended Strategies			
Update and deploy agency procurement policies and programs to ensure that Federally- mandated designated sustainable products are included in all relevant procurements and services.	No	Not designated as a top strategy for FY 2016.	
Deploy corrective actions to address identified barriers to increasing sustainable procurements with special emphasis on biobased purchasing.	No	Not designated as a top strategy for FY 2016.	
Include biobased and other FAR sustainability clauses in all applicable construction and other relevant service contracts.	No	Not designated as a top strategy for FY 2016.	
Review and update agency specifications to include and encourage biobased and other designated green products to enable meeting sustainable acquisition goals.	NA	DOL is not the owner of federal purchasing specifications.	

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Use Federal Strategic Sourcing Initiatives, such as Blanket Purchase Agreements (BPAs) for office products and imaging equipment, which include sustainable acquisition requirements.	No	Not designated as a top strategy for FY 2016.	
Report on sustainability compliance in contractor performance reviews.	No	Not designated as a top strategy for FY 2016.	
Ensure that agency purchase-card holder policies direct the exclusive use of the GSA Green Procurement Compilation where desired products are listed in the Compilation.	No	Not designated as a top strategy for FY 2016.	
Employ environmentally sound disposal practices with respect to agency disposition of excess or surplus electronics.	No	Not designated as a top strategy for FY 2016 for sustainable acquisition. See Electronic Stewardship Goal 9.	

Goal 7: Pollution Prevention & Waste Reduction

Pollution Prevention & Waste Reduction Goal

E.O. 13693 section 3(j) requires that Federal agencies advance waste prevention and pollution prevention. E.O. 13693 section 3(j)(iii) requires agencies to annually divert at least 50% of non-hazardous construction and demolition debris and section 3(j)(ii) requires agencies to divert at least 50% of non-hazardous solid waste, including food and compostable material, and to pursue opportunities for net-zero waste or additional diversion.

Table 7-1: Strategies – Pollution Prevention & Waste Reduction

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Required Strategies under E.O. 13693			
Report in accordance with the requirements of sections 301 through 313 of the Emergency Planning and Community Right-to-Know Act of 1986 (42 U.S.C 11001-11023) 3(j)(i)	Yes	DOL will report in accordance with the sections 301 through 313 of the Emergency Planning and Community Right-to-Know Act of 1986.	Analysis of applicable reporting requirements and reporting is completed by May 2016.
Reduce or minimize the quantity of toxic and hazardous chemicals acquired, used, or disposed of, particularly where such reduction will assist the agency in pursuing agency greenhouse gas reduction targets established in section 2 of E.O. 13693 3(j)(iv)	No	Not designated as a top strategy for FY 2016. Minimal use of toxic and hazardous chemicals.	
Recommended Strategies			
Eliminate, reduce, or recover refrigerants and other fugitive emissions.	No	Not designated as a top strategy for FY 2016.	
Reduce waste generation through elimination, source reduction, and recycling.	Yes	Implement solid non-hazardous waste tracking program at Job Corps Centers.	Track solid non-hazardous waste diversion.
Implement integrated pest management and improved landscape management practices to reduce and eliminate the use of toxic and hazardous chemicals/materials.	Yes	Install Xeriscape at appropriate Job Corps Centers. Irrigate using cisterns with stormwater, where appropriate.	Completed installation of Xeriscape at appropriate Job Corps Centers. Completed installation of cisterns and greywater systems where appropriate.
Establish a tracking and reporting system for construction and demolition debris elimination.	Yes	Job Corps will track and report on construction and demolition debris elimination	By December 2015 Job Corps will report on construction and demolition debris.

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Develop/revise Agency Chemicals Inventory Plans and identify and deploy chemical elimination, substitution, and/or management opportunities.	No	Not designated as a top strategy for FY 2016.	
Inventory of current HFC use and purchases.	Yes	Track inventory of current HFC use and purchases.	Track HFC purchases.
Require high-level waiver or contract approval for any agency use of HFCs.	No	Not designated as a top strategy for FY 2016.	
Ensure HFC management training and recycling equipment are available.	No	Not designated as a top strategy for FY 2016.	

Goal 8: Energy Performance Contracts

Energy Performance Contracting Goal

E.O. 13693 section 3(k) requires that agencies implement performance contracts for Federal buildings. E.O. 13693 section 3(k)(iii) also requires that agencies provide annual agency targets for performance contracting to be implemented in FY 2017 and annually thereafter as part of the planning of section 14 of this order.

Table 8-1: Strategies – Energy Performance Contracts

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Required Strategies under E.O. 13693			
Utilize performance contracting to meet identified energy efficiency and management goals while deploying life-cycle cost effective energy and clean energy technology and water conservation measures 3(k)(i)	Yes	DOL will utilize performance contracting to meet identified energy efficiency and management goals when cost effective and where resources are available.	At least one performance contract is signed.
Fulfill existing agency performance contracting commitments towards the \$4 billion by the end of calendar year 2016 goal established as part of the GPRA Modernization Act of 2010, Climate Change Cross Agency Priority process 3(k)(ii)	Yes	DOL will utilize performance contracting to meet identified energy efficiency and management goals when cost effective and where resources are available.	At least one performance contract is signed.
Recommended Strategies			
Evaluate 25% of agency's most energy intensive buildings for use with energy performance contracts	No	Not designated as a top strategy for FY 2016.	
Prioritize top ten projects which will provide greatest energy savings potential	Yes	Reassess and re-prioritize next top ten projects which will provide greatest energy savings potential, if applicable.	Completed prioritization of applicable projects.
Cut cycle time of performance contracting process by at least 25%	No	Not designated as a top strategy for FY 2016.	
Assign agency lead to participate in strategic sourcing initiatives	No	Not designated as a top strategy for FY 2016.	
Devote 2% of new commitments to small buildings (<20k sq. ft.)	No	Not designated as a top strategy for FY 2016.	
Identify and commit to include 3-5 onsite renewable energy projects in energy performance contracts	No	Not designated as a top strategy for FY 2016.	

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Ensure relevant legal and procurement staff are trained by FEMP ESPC/ UESC course curriculum	No	Not designated as a top strategy for FY 2016.	
Provide measurement and verification data for all awarded projects	No	Not designated as a top strategy for FY 2016.	
Enter all reported energy savings data for operational projects into MAX COLLECT (max.gov)	Yes	Enter DOL's progress on ESPC/UESC project(s) that are developed into MAX COLLECT (max.gov).	DOL's progress on ESPC/UESC project(s) being developed is entered into MAX COLLECT (max.gov).
Evaluate the potential to use the FEMP ENABLE program for Job Corps Center sites.	Yes	Test the potential feasibility of using the FEMP ENABLE program for Job Corps Center sites.	Completed evaluation of the potential to use the ENABLE program.

Goal 9: Electronic Stewardship

Electronic Stewardship Goal

E.O. 13693 section 3(l) requires that agencies promote electronics stewardship and requires ensuring procurement preference for environmentally sustainable electronic products as established in section 3(i);(ii) establishing and implementing policies to enable power management, duplex printing, and other energy-efficient or environmentally sustainable features on all eligible agency electronic products; and (iii) employing environmentally sound practices with respect to the agency's disposition of all agency excess or surplus electronic products.

Table 9-1: Strategies – Electronic Stewardship

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Required Strategies under E.O. 13693			
Establish, measure, and report procurement preference for environmentally sustainable electronic products 3(l)(i)	Yes	Acquire FEMP designated and environmentally sustainable electronic office products.	Track designated electronic office products through procurement systems.
Establish, measure, and report policies to enable power management, duplex printing, and other energy-efficient or environmentally sustainable features on all eligible agency electronic products 3(l)(ii)	Yes	Require that duplex setting feature is manufacturer activated in new printers purchased under the FSSI.	Completed requirements document that includes sustainability requirements.
Establish, measure, and report sound practices with respect to the agency's disposition of excess or surplus electronic products 3(l)(iii)	Yes	DOL will update and deploy policies to use environmentally sound practices for disposition of all agency excess or surplus electronic products and monitor compliance.	Policies to use environmentally sound practices for disposition of all agency excess or surplus electronic products will be updated and deployed by November 2016.
Recommended Strategies			
Update and deploy policies to use environmentally sound practices for disposition of all agency excess or surplus electronic products and monitor compliance.	Yes	DOL will update and deploy policies to use environmentally sound practices for disposition of all agency excess or surplus electronic products and monitor compliance.	Policies to use environmentally sound practices for disposition of all agency excess or surplus electronic products will be updated and deployed by November 2016.
Repurpose surplus/end-of-life electronic products.	Yes	Pilot repurposing initiative in the DOL National Office.	Pilot of repurposing initiative is completed and evaluated for possible expansion.

Goal 10: Climate Change Resilience

Table 10: Strategies – Climate Change Resilience

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Required Strategies under E.O. 13693			
Update agency external programs and policies (including grants, loans, technical assistance, etc.) to incentivize planning for, and addressing the impacts of, climate change. (In column C, identify names of agency programs or policies)	Yes	Identify external programs and policies that can be used to incentivize planning for climate change.	External programs and policies are identified.
Recommended Strategies			
Update agency emergency response procedures and protocols to account for projected climate change, including extreme weather events.	No	Not designated as a top strategy for FY 2016.	
Ensure workforce protocols and policies reflect projected human health and safety impacts of climate change.	Yes	Continue to ensure workforce protocols and policies reflect projected human health and safety impacts of climate change.	OSHA re-reviews DOL climate adaptation plan in light of E.O. 13693, e.g., to ensure mission execution includes efforts which address climate adaptation.
Update agency external programs and policies (including grants, loans, technical assistance, etc.) to incentivize planning for, and addressing the impacts of, climate change.	Yes	Identify external programs and policies that can be used to incentivize planning for climate change.	External programs and policies are identified.
Ensure agency principals demonstrate commitment to adaptation efforts through internal communications and policies.	No	Not designated as a top strategy for FY 2016. Climate Adaptation Planning policy statement issued by Secretary.	
Identify vulnerable communities that are served by agency mission and are potentially impacted by climate change and identify measures to address those vulnerabilities where possible.	No	Not designated as a top strategy for FY 2016.	
Ensure that agency climate adaptation and resilience policies and programs reflect best available current climate change science, updated as necessary.	No	Not designated as a top strategy for FY 2016.	

(A) Strategy	(B) Top Five? Yes/No/NA	(C) Strategy Narrative	(D) Specific targets/metrics to measure success including milestones in next 12 months
Design and construct new or modify/manage existing agency facilities and/or infrastructure to account for the potential impacts of projected climate change.	Yes	Incorporate climate change considerations into the NEPA review of new facilities and major renovations. Design and construct new or modify existing agency facilities and/or infrastructure to account for the potential impacts of projected climate change.	Completed NEPA review and construction incorporates climate change considerations.
Incorporate climate preparedness and resilience into planning and implementation guidelines for agency-implemented projects.	Yes	Continue to incorporate climate resilience considerations in NEPA assessments.	Review NEPA assessments.
Ensure climate change adaptation is integrated into both agency-wide and regional planning efforts, in coordination with other Federal agencies as well as state and local partners, Tribal governments, and private stakeholders.	No	Not designated as a top strategy for FY 2016.	

Appendices

- Department of Labor Climate Change Adaptation Plan can be found at:
<http://www.dol.gov/open/sustainability/archives/2014AppendixADOLClimateAdaptationPlan.pdf>